



Full-time employee benefits:

- Medical Plan
 - Each plan covers in-network preventive care at 100% and includes coverage for prescription medications.
 - ◆ FSA Health Care
 - Employees who enroll in the copay medical plan will be able to set aside pre-tax dollars via payroll deduction to pay for medical, dental and vision expenses through a Flexible Spending Account.
 - Employees who enroll in the HSA medical plan will be able to set aside pre-tax dollars via payroll deduction to pay for dental and vision expenses only through a Limited purpose.
 - ◆ FSA Dependent care
 - All eligible employees may contribute to a Dependent Care Flexible Spending Account. You can use those pre-tax dollars to pay for expenses incurred for the care of children under the age of 13 and for certain dependent adult care expenses.
- High Deductible Health Plan
 - Each plan covers in-network preventive care at 100% and includes coverage for prescription medications.
 - ◆ Health Savings Account
 - A Health Savings Account (HSA) is an individually owned tax-exempt trust account that you own and can deposit money into to pay for current and future medical expenses. There are certain advantages to depositing money into these accounts, including favorable tax treatment.
 - Employees who enroll in the HSA medical plan will be able to set aside pre-tax dollars via payroll deduction to pay for dental and vision expenses only through a Limited Purpose Flexible Spending Account.
- Dental
 - Eastcastle Place's two dental plans provide access to over wide panel of in-network dental providers in the local area.
- Vision
 - Eastcastle Place's vision program provides access to quality vision care service through a broad network of optometrists through their network. The plan allows for eye exams, glasses and contacts.
- Short Term Disability
 - Eastcastle Place provides full-time employees with short term disability income benefits and pays the full cost of this coverage.
- Maternity Benefits
 - Short-term disability benefits following the birth of a child can be claimed by employees are benefit eligible.
 - Lactation Breaks



- ◆ Eastcastle Place will provide a reasonable amount of break time to accommodate employees for up to one year after their child's birth.
- ◆ Eastcastle Place will provide employees the use of a room or location other than a bathroom to nurse in private
- Accident
 - Accident coverage provides a lump sum benefit based on the type of injury (or covered incident) you sustain or the type of treatment you need.
- Critical Illness
 - Critical illness insurance can pay a lump sum benefit at the diagnosis of a covered illness. You choose the level of coverage and you can use the money any way you see fit.
- Life/ AD&D
 - Eastcastle Place provides full-time employees with one-time annual salary to a maximum benefit of \$50,000 of group life and accidental death and dismemberment (AD&D) insurance and pays the full cost of this benefit. Contact Human Resources to update your beneficiary at any time during the year.
- Whole Life
 - Whole Life Insurance can pay money to your loved ones when you die, but it offers additional value — including a “living” benefit. If you are diagnosed with a terminal illness that gives you a short life expectancy, you can request that some or all of the death benefit be paid to you while you are living.
 - Whole Life Insurance premiums won't increase with age and your policy can build cash value over time. You can use this cash value later in life to buy a smaller, “paid-up” policy with no more premiums due.
- Voluntary Life/ AD&D
 - Employees who want to supplement their group life/AD&D insurance benefits may purchase additional coverage. When you enroll yourself and/or dependents, you pay the full cost through payroll deductions. You can purchase coverage on yourself in \$10,000 increments and your spouse in \$5,000 increments. Minimum coverage is \$10,000 and maximum is five times your annual salary or \$500,000. Maximum coverage for spouses is 50% of employee coverage amount to a maximum benefit of \$100,000. Child coverage is available and cannot exceed 50% of the employee coverage amount up to a maximum of \$10,000.
- Holidays
 - All non-exempt staff will be compensated for working on the actual day of the seven established holidays:
 - ◆ New Year's day
 - ◆ Memorial Day
 - ◆ Juneteenth
 - ◆ Fourth of July
 - ◆ Labor Day



- ◆ Thanksgiving Day
- ◆ Christmas Day
- Paid Time Off
 - PTO hours are given based on if you are Hourly, Salary or Director level.
- Educational Assistance
 - Eastcastle Place assistance fund
 - ◆ The higher education must be in a nursing field. Please contact HR for additional details.
 - ◆ Maximum reimbursement of \$3,000 per calendar year.
 - Resident Assistance Fund
 - ◆ This is funded by our residents and is an annual program
 - ◆ The higher education can be in any field. Please contact HR for additional details
- 401K
 - Available for pre-tax contributions and eligible for enrollment on date of hire.
 - Eastcastle does provide an employer match on your 1st anniversary year