



Employee Benefits Summary

Staff members will have access to a well-rounded benefits package and resources to support their personal, professional, and financial goals. Johnson Health Centers offers many benefits starting on day one of employment.

Medical and Vision: 100% employer paid for staff member, if staff member elects applicable options available in this current benefits plan year. We offer three health insurance options, which start on the first day of employment. All three plans have the option to purchase for spouse and dependents. *Health insurance and vision exam are provided through Anthem. Vision appliance equipment is covered through Anthem.*

Dental Benefits: 100% employer paid for staff members, with the option to purchase for spouse and dependents, starting the first day of employment. Dental insurance is provided through Anthem.

Life Insurance: Basic Term Life policy of \$50,000 employer paid through The Standard, with the option to purchase additional life insurance for your spouse and dependents for all full-time staff.

Allstate Option: Staff members have the option to purchase cancer, accident, critical illness, and/or short-term disability through Allstate Insurance.

Note: Medical, Dental, and Life are available if you work at least 24 hours per week.

Retirement: Generous 403(b) with matching up to 5% of annual salary, offering a pre-tax and an after-tax (Roth) option provision by Corebridge. Staff members are eligible to enroll on their first day of employment. Eligible staff members must work 20 hours minimum weekly. All staff members are 100% vested from day one.

Paid Leave: Vacation and sick leave accrue each pay cycle. JHC recognizes 7 paid holidays plus 2 floating holidays. Bereavement leave is available.

Continuing Education: Education is an ongoing process. JHC offers tuition reimbursement after 12-months of service \$2,000 per calendar year with approval.

Loan Repayment: For certain position, staff member may apply through the National Health Service Corps <https://nhsc.hrsa.gov/>

Public Service Loan Forgiveness (PSLF) eligible employer: JHC is a 501 ©(3) non-profit organization.

Employee Assistance Program (EAP): JHC has contracted with AllOne Health, a local service, free to staff and any member of the household. They will help with everyday life struggles such as: counseling (family, couples, anxiety, and depression), substance abuse, wellness, estate planning, bankruptcy, etc.

Flexible Spending Accounts for Medical and Dependent Care: Flexible spending accounts offer staff the opportunity to have JHC withhold pretax dollars to be used by the staff member to pay for certain medical, dental, and dependent care expenses incurred by the staff member and their eligible dependents during the plan year in which the expenses were incurred.

Health Savings Account (HSA) Options: Optional HSA with compatible high-deductible health plan to allow pre-tax savings for qualified medical expenses. Unused HSA funds roll over each year. JHC contributes to the HSA each year.

On-site Fitness Center: Free on-site fitness center open 24-7 to all staff, located at 109 Clearview Rd, Madison Heights, VA. The center is home to treadmills, stationary bikes, weight room, and much more. It also includes a private changing area with shower and restroom.

For providers medical, dental, and behavioral health: CME leave is available and amount varies based on position. Malpractice coverage is provided through FTCA.