

**Heartland Industries & Hearth Residential Homes dba ALP & MAP
Benefits at a Glance**

Benefits: If they apply to your position

Type of Benefit	Required number of weekly regularly scheduled hours	Waiting period	Company Pays	Dependent coverage
Health Care Law Health Insurance	30	Effective the 1 st day of the month following 60 days	80%	Employee pays
Health – BCBS	37.5 – 40	Effective the 1 st day of the month following 60 days	80%	Employee pays
Dental/Delta	37.5 – 40	Effective the 1 st day of the month following 60 days	60%	Employee pays
Life/UNUM	37.5 – 40	60 days	100%	N/A
Long Term Disability & AD&D/UNUM	37.5 – 40	60 days	100%	N/A
401K managed by Thrivent and CDSA	1,000 hours per year – Minimum Age 21 (Excluded employees; Leased, highly compensated, and consumers)	12 months Enrollment periods – Jan 1 st and July 1 st .	Up to 3% deferred = 100% match. 4% deferred = 3.5% match. 5% or more deferred = 4% match.	N/A
Cafeteria Plan (FLEX) CDSA	30 – 40 Health Insurance 37.5 – 40 Dental Insurance 30 – 40 FSA and HSA	Effective the 1 st day of the month following 60 days	N/A	N/A

PAID TIME OFF			Max Per Year
ADMINISTRATIVE SUPPORT STAFF			
*New hire – Annual amount prorated for 1 st calendar year @ 6.67 Hours per Month. Starting the 1st of the following month of hire.			
Full-time regularly scheduled 40 hours per week	Year 1 - 5 (ANNUAL HOURS 2080)	Available Jan 1st *	80.00
Full-time regularly scheduled 40 hours per week	Year 6 - 15 (ANNUAL HOURS 2080)	Available Jan 1st	120.00
Full-time regularly scheduled 40 hours per week	Year 16 + (ANNUAL HOURS 2080)	Available Jan 1st	200.00
HOURLY DSP & DRIVERS			
*New hire – Annual amount prorated for 1 st calendar year @ 4.67 Hours per Month. Starting the 1st of the following month of hire.			
Full-time regularly scheduled 40 hours per week	Year 1 - 5 (ANNUAL HOURS 2080)	Available Jan 1st *	56.00
Full-time regularly scheduled 40 hours per week	Year 6 - 15 (ANNUAL HOURS 2080)	Available Jan 1st	80.00
*New hire – Annual amount prorated for 1 st calendar year @ 4.33 Hours per Month. Starting the 1st of the following month of hire.			
Full-time regularly scheduled 37.5 hours per week	Year 1 - 5 (ANNUAL HOURS 1950)	Available Jan 1st *	52.00
Full-time regularly scheduled 37.5 hours per week	Year 6 + (ANNUAL HOURS 1950)	Available Jan 1st	80.00
*New hire – Accrue 1.54 hours per pay period immediately.			
Full-time regularly scheduled 30 hours per week	Year 1+ (ANNUAL HOURS 1560)	Accrue 1.54 hours per pay period	40.00

All PTO must be used within the calendar year. Any remaining hours of PTO will be forfeited as of January 1st each year.

HOLIDAYS	HOURS PER HOLIDAY	HOURS PER YEAR
Full-time regularly scheduled 40 Hours per week	8.00	48.00
Full-time regularly scheduled 37.5 Hours per week	7.50	45.00
Full-time regularly scheduled 30 Hours per week	None	None