

# Exceptional Persons, Inc.

## Benefits Summary

Rev 5/08

Employees working in a regular scheduled position of at least 30 hours per week are eligible for benefits.

**Vacation:** 10 days until 5th year of employment. 15 days until 10th year of employment. 20 days until 20th year, and 25 days thereafter. Eligible to use after 3 months of continuous employment.

**Sick days:** Accruals total 9 days per year. Eligible to use after 3-month training period is complete.

**Personal days:** 1 day the first year and 2 days per year up to year five. Additional days based on years of employment for a maximum of 5 personal days per year with 15 years of employment. Eligible to use after 6-months of continuous employment.

**Health Insurance:** Wellmark Blue Cross/Blue Shield of Iowa. Effective after 3 months of continuous employment.

Blue Choice-- Single- \$60/month  
Employee + 1 dependent- \$295/month  
Family- \$329/month

**Dental Insurance:** Delta Dental of Iowa. Effective after 3 months of continuous employment.

Employee only- \$21.59/month  
Employee + 1 dependent- \$44.07/month  
Family- \$78.65/month

**Life Insurance:** Equal to \$25,000. No premium cost to the employee.

**Retirement:** 401k with Community National Bank. EPI contributes up to 6% of the employee's wages based on match. Contributions begin after age twenty-one, 12 months of employment and 1,000 hours worked. Vesting begins at 2 years of employment and is full after 5 years of employment.

**Flex Benefits:** Voluntary participation in pre-tax payroll deduction to pay for reimbursement for medical expenses including vision and dental care, and dependent care.

**Fitness:** Voluntary enrollment in membership with local health clubs at corporate membership rates available.

**Auto repair:** Vehicle repair services by EPI's Transportation department at below competitive market prices.

### **Community Living Children Base Pay Rates:**

Respite Provider (In-Home and Group)	\$8.20 (no experience) \$8.45 (after 3-month training period complete) \$9.45 (5 years experience)
In Home SCL Provider	\$9.10 (no experience) \$9.35 (after 3-month training complete) \$10.35 (5 years experience)