



Overview of Benefits Plan

Eligibility Requirements: A BFM eligible for benefits is full-time and has been employed with Bickford for a period of 60 days. Coverage will be effective the 1st of the month following this period. Anyone working 30 hours or more per week is considered fulltime. Enrollment is completed on-line at <https://familydevelopment.hrintouch.com>

Blue Cross Blue Shield of Kansas City

Preferred-Care Blue Base (PPO) (\$2,500.00 Deductible) - BFM
Monthly Contributions

Participant	Non-Wellness	Wellness
✓ BFM Only	\$120.20	\$80.20
✓ BFM + Spouse	\$373.42	\$333.42
✓ BFM + Child	\$265.17	\$225.17
✓ Entire Family	\$598.59	\$558.59

Preferred-Care Blue Buy-Up (PPO) (\$1,000.00 Deductible) - BFM
Monthly Contributions

Participant	Non-Wellness	Wellness
✓ BFM Only	\$154.77	\$114.77
✓ BFM + Spouse	\$538.41	\$498.41
✓ BFM + Child	\$430.16	\$390.16
✓ Entire Family	\$908.87	\$868.97

Wellness participants have completed a physical and the on-line health assessment by April 30, 2019.

The medical plan includes an annual eye exam at no extra cost provided through VSP

Voluntary Eyewear Buy Up Option through VSP

(Available only to BFM's participating in the medical plan)

- | | |
|-----------------|---------|
| ✓ BFM Only | \$8.04 |
| ✓ Entire Family | \$17.12 |

Delta Dental

Monthly Dental Contributions

- | | |
|-----------------|---------|
| ✓ BFM Only | \$8.50 |
| ✓ Entire Family | \$42.00 |

USABLE Life Insurance

100% Employer Paid Benefits

- ✓ 1x Salary up to \$50,000
- ✓ AD&D Coverage is Equal to amount of Basic Life

Voluntary Benefits

- ✓ Critical Illness
- ✓ Additional Life Insurance
- ✓ Short term Disability
- ✓ Accident Indemnity Plan

A Benefits Counselor will contact you to assist with questions, plan information and enrollment.

Flexible Spending Accounts

Medical Spending Accounts/Dependent Daycare Accounts

- ✓ BFM's may elect a maximum of \$2,500.00 for the Medical Reimbursement Account
 - MasterCard Debit Card used for Medical Reimbursements

- ✓ BFM's may elect a maximum of \$5,000.00 (per household) for Dependent Care

401k - Securian

401k is available on the first of the month following 60 days of employment for all Full-Time and Part-Time BFM's age 21 and over.

Bickford Senior Living will match .5% for every 1% contributed by the employee up to 6%. The 401(k) plan is administered by Securian. Enrollment is completed on-line.

Student Loan Reimbursement Program

Student Loan Reimbursement is available on to Full-Time and Part-Time BFM's the first of the month following 60 days of employment.

For more information regarding benefits with Bickford Senior Living you may contact:
Vicki McCommon/Family Development
913.782.3200 or
Rootbenefits@Enrichinghappiness.com



Overview of Benefits Plan

Eligibility Requirements: A BFM eligible for benefits is full-time as an AD, CRD, RNC, Director or member of Branch Support and has been employed with Bickford for a period of 30 days. Coverage will be effective the 1st of the month following this period. Anyone working 30 hours or more per week is considered fulltime. Enrollment is completed on-line at <https://familydevelopment.hrintouch.com>

Blue Cross Blue Shield of Kansas City

Preferred-Care Blue Base (PPO) (\$2,500.00 Deductible) - BFM
Monthly Contributions

Participant	Non-Wellness	Wellness
✓ BFM Only	\$120.20	\$80.20
✓ BFM + Spouse	\$373.42	\$333.42
✓ BFM + Child	\$265.17	\$225.17
✓ Entire Family	\$598.59	\$558.59

Preferred-Care Blue Buy-Up (PPO) (\$1,000.00 Deductible) - BFM
Monthly Contributions

Participant	Non-Wellness	Wellness
✓ BFM Only	\$154.77	\$114.77
✓ BFM + Spouse	\$538.41	\$498.41
✓ BFM + Child	\$430.16	\$390.16
✓ Entire Family	\$908.87	\$868.97

Wellness participants have completed a physical and the on-line health assessment by April 30, 2019.

The medical plan includes an annual eye exam at no extra cost provided through VSP

Voluntary Eyewear Buy Up Option through VSP
(Available only to BFM's participating in the medical plan)

- ✓ BFM Only \$8.04
- ✓ Entire Family \$17.12

Delta Dental

Monthly Dental Contributions

- ✓ BFM Only \$8.50
- ✓ Entire Family \$42.00

USABLE Life Insurance

100% Employer Paid Benefits

- ✓ 1x Salary up to \$50,000
- ✓ AD&D Coverage is Equal to amount of Basic Life
- ✓ LTD for CRD, AD, RNC, Director and Branch Support BFM's

Voluntary Benefits

- ✓ Critical Illness
- ✓ Additional Life Insurance
- ✓ Short term Disability
- ✓ Accident Indemnity Plan

A Benefits Counselor will contact you to assist with questions, plan information and enrollment.

Flexible Spending Accounts

Medical Spending Accounts/Dependent Daycare Accounts

- ✓ BFM's may elect a maximum of \$2,500.00 for the Medical Reimbursement Account
 - MasterCard Debit Card used for Medical Reimbursements

- ✓ BFM's may elect a maximum of \$5,000.00 (per household) for Dependent Care

401k - Securian

401k is available on the first of the month following 2 months of employment for all Full-Time and Part-Time BFM's age 21 and over.

Bickford Senior Living will match .5% for every 1% contributed by the employee up to 6%. The 401(k) plan is administered by Securian. Enrollment is completed on-line.

Student Loan Reimbursement Program

Student Loan Reimbursement is available on to Full-Time and Part-Time BFM's the first of the month following 2 months of employment.

For more information regarding benefits with Bickford Senior Living you may contact:
Vicki McCommon/Family Development
913.782.3200 or
Rootbenefits@Enrichinghappiness.com