



**Our current benefit offerings include:**

**Eligibility**

All employees who work an average of 20 hours or more per week are eligible to participate in The Buckeye Ranch's benefit program. Some benefits will be prorated if you work less than 40 hours per week.

**Paid Leave**

This benefit is designed to continue pay for absences due to illness, vacation and other personal reasons.

<u>Years of Service</u>	<u>Hours Accrued Per Pay</u>	<u>Total Hours Per Year</u>
0-1	4.62 Hours	120 Hours
1-5	6.20 Hours	160 Hours
5-25	7.70 Hours	200 Hours
25+	9.23 Hours	240 Hours

**Holidays**

The Buckeye Ranch observes the following seven holidays each year:

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| New Year's Day – January 1 <sup>st</sup> | Labor Day – First Monday in September          |
| Martin Luther King Day                   | Thanksgiving Day – Fourth Thursday in November |
| Memorial Day                             | Christmas Day – December 25 <sup>th</sup>      |
| Independence Day – July 4 <sup>th</sup>  |  |

**Healthcare, Dental and Vision Coverage- Underwritten by The Buckeye Ranch**

Through United Healthcare, Delta Dental and VSP, The Buckeye Ranch offers several plan options to employees. All plans offer services for in-network providers and out-of-network providers. All individuals who work 30 hours or more per week can qualify for full-time employment premium.

**Section 125 Flexible Benefit Program**

This benefit allows for pre-tax payroll deduction to purchase health, vision and dental coverage.

**Flexible Spending Account**

A flexible spending account (FSA) is an employer-sponsored plan that lets you deduct dollars from your paycheck and put them into a special account that is protected from taxes. The money in a FSA account can be used for eligible health care and dependent care expenses incurred by you, your spouse and your dependents. The FSA account offers a debit card for convenient transactions. The Ranch has adopted a \$500 roll-over policy for year-end expenses rather than a traditional 'use-it or lose-it' policy.

**Life Insurance and Accidental Death**

Benefits payable under the group life insurance is one time the basic annual earnings, rounded to the next higher \$1,000, to a maximum of \$200,000 for those employees who work more than 20 hours per week. The cost of this insurance is paid 100% by The Buckeye Ranch. Additional life insurance coverage is available through Cigna our life insurance carrier.

**Short Term Disability Leave**

This benefit is designed to provide an employee who is wholly and continuously disabled a salary continuance benefit. All employees will earn 3.7 hours per pay to an accumulated maximum of 720 hours (90 days) per year. The cost of this benefit is paid 100% by The Buckeye Ranch.

## **Our current benefit offerings continued:**

### **Long Term Disability Insurance**

This benefit provides an employee a monthly benefit of 60% of the employee's monthly earnings to a maximum of \$5,000 per month once they have been totally disabled for a continuous period of 90 days. The cost of this benefit is paid 100% by The Buckeye Ranch.

### **401-K**

This benefit provides you the opportunity to save for your retirement. You are eligible to sign up for our 401-K program after six months of employment. The Buckeye Ranch currently makes a matching contribution equal to 100% of your pre-tax deferrals up to 2% of your gross compensation. This contribution will be contributed to all eligible participants following the end of each quarter. You must be actively employed on the last day of each quarter to share in the matching contribution for that quarter. At the discretion of The Buckeye Ranch Board of Directors, an additional contribution of up to 3% may be allocated to your account based on your compensation. This contribution, if any, will be determined at the end of each plan year. In order to share in this contribution, you must be an active employee on December 31<sup>st</sup> AND have worked at least one thousand (1,000) hours during the plan year.

### **Wellness Programming**

The Buckeye Ranch offers various wellness-related activities to assist individuals with meeting and/or maintaining a healthy lifestyle. There is an on-line portal with modules, trackers and education for employees to utilize.

### **COESRA Discount Card**

As an employee of The Buckeye Ranch, you are entitled to receive discounted auto services, entertainment, retail, travel and much more with your COESRA membership card. Visit [www.coesra.org](http://www.coesra.org) for more details.

### **Educational Assistance**

The two ways tuition assistance is provided to Ranch associates are fee waivers and tuition reimbursement. The particular form of assistance granted to an associate is partially dependent upon the institution in which an associate is enrolled. Fee waivers are dependent upon college attending, number available and the number of associates requesting assistance. Tuition reimbursement can provide a maximum of \$1,000 for tuition costs and registration fees for qualified courses. See the Associate Handbook or contact Human Resources for more information.

### **Employee Assistance Program (EAP)**

This benefit offers 9 free sessions per calendar year for counseling, domestic/family issues, financial issues, legal problems and much more. Feel free to contact Matrix (Our EAP Vendor) at (614) 475-9500 or toll-free at (800) 886-1171. You can also visit their website at [www.matrixpsych.com](http://www.matrixpsych.com) for further information. The cost of this benefit is paid 100% by The Buckeye Ranch.

### **Liberty Mutual Insurance**

Discounted home and auto insurance rates are available to Buckeye Ranch employees. If you are interested, please contact them toll-free at (800)709-8796, ext. 230 or visit <http://www.libertymutual.com/lm/amyhiestand>. Please mention client #111716 when you call.

### **Sam's Club Membership**

A group membership rate of \$45.00/yr. is available to Buckeye Ranch employees. You will receive a \$10 gift card to Sam's/Walmart. New sign-ups and renewals are done twice per year (November and May).

### **Verizon Cell Phone Discounts**

All employees are eligible to receive an 18% discount on qualified monthly recurring charges for new or existing service with AT&T or Verizon Wireless, on personal accounts, and a discount on accessories with your TBR employee ID. Contact a Verizon dealer for details.