

Benefit Highlights for Pennock Health Services

Pennock Health Services is pleased to highlight our benefit program; a comprehensive plan designed to meet the needs of you and your family. Pennock recognizes that each staff member contributes to the care of our patients. To ensure that we care for our colleagues, Pennock Health Services offers a benefit program to enrich your life and protect your future. Details and eligibility information on each of the programs listed below are available upon request in the Human Resource Department.

As a Pennock Health Services colleague, you may enjoy a variety of programs:

- **Medical (including prescriptions)**
- Our plans allow eligible colleagues to make a choice in a medical provider that best meets their needs and that of their family. We offer two medical plans; a Traditional PPO and a High Deductible Health Plan (HDHP). Pennock contributes 85% of the cost of medical insurance for a full-time colleague and 70% of the cost for a part-time benefit-eligible colleague. Colleague premiums are based upon full-time or part-time employment, plan choice, and level of coverage (single, double, or family coverage).
- **Dental Insurance**
Dental provides level of coverage's for preventative services, minor and major work. Orthodontia coverage is available for dependent children under the age of 19. There is not a network for dental; therefore colleagues may choose any dentist.
- **Vision Insurance**
Vision coverage provides coverage for routine eye care and supplies. It also offers a discount on laser eye surgery.
- **Life and Disability Insurance**
In addition to basic life insurance provided to all benefit eligible colleagues, Pennock offers voluntary life policies for you and your family. Short-term and long-term disability policies are an option as well, for our full-time colleagues.
- **Flexible Spending Account**
Medical and dependent care accounts allow colleagues to set aside pre-tax dollars from their paychecks for use on out-of-pocket health and/or child care expenses.
- **Health Savings Account**
An account that colleagues enrolled in a High Deductible Health Plan can set aside pre-tax dollars into to save for current and future medical expenses.
- **Retirement Planning**
Pennock Health Services offers 401(a) and 403(b) retirement savings and investment plans that include an employer match and discretionary contribution component based on colleague contributions, years of service and hours worked.
- **Supplemental Insurance**
Pennock's benefit program also offers additional insurance policies available through Colonial Life Insurance such as; Accident, Cancer, and Critical illness policies. These policies are administrated by Colonial and allow colleagues to pay their premiums through their paycheck.
- **Paid Time Off**
Our generous Paid Time Off program (PTO) is designed to accommodate your needs while away from work. Pennock's PTO hours are accrued each pay period while the accrual rate is based on longevity.

- **Wellness**

Our colleagues have access to the services of the Colleague Assistance Program (EAP). This service offers confidential counseling and referral services for situations ranging from everyday issues to crises counseling. The colleagues receive solution-focused, short-term counseling that provides support in a work-life balance. This benefit is for the colleague and their dependents. Counselors can help with many issues like:

- Relationship and family concerns
- Death of a loved one
- Stress
- Substance abuse
- Financial or legal problems
- Anxiety or depression
- Referral Services

Our onsite Health & Wellness Center provides exercise equipment, group fitness classes, pool & whirl-tub, massage therapy, personal training, and other specialty programs & classes. The center provides the colleague and family members special pricing on membership fee's and offers a program for colleagues named "Commit to Be Fit".

Additional Colleague Incentives:

Colleague Recognition Programs and Service Award Events

Tuition Reimbursement Assistance & Scholarship Opportunities

Discounted medicines & supplies at Pennock Pharmacy

Direct Deposit & Christmas Club Savings Program

Colleague Recruitment Incentive Bonus

C.O.N.C.E.P.T Ideation Program

Free Parking

Free Retirement Investment Advice from Financial Advisor