

Richfield Retirement Community Summary of Benefits

<u>Benefits</u>	<u>Full-Time</u>	<u>Part-Time</u>	<u>PRN Pool</u>
<u>Health Insurance:</u> Richfield offers a competitive health insurance plan at affordable premiums for our employees. Employees are eligible the first of the month following 90 days of employment.	✓		
<u>Dental and Vision Insurance:</u> Employees are eligible the first of the month following 90 days of employment.	✓	✓	
<u>Life Insurance:</u> Richfield pays the premium for employees to receive life insurance at 3 times your annual salary. Employees are eligible the first of the month after 6 months of employment.	✓		
<u>403(B) Retirement Plan:</u> Employees have the option of contributing a percentage or dollar amount of before-tax salary into their retirement plan. Richfield matches 50% of their contributions up to 6%. Loans and financial hardships are available.	✓	✓	✓
<u>Paid Time Off:</u> Accrual of time off begins on first day of employment. PTO incorporates vacation, sick, personal, and holiday. PTO cash-in available.	✓	✓	
<u>Education Assistance:</u> We are proud to offer education assistance to our employees. Speak with our Human Resource department for details.	✓	✓	
<u>License Reimbursement:</u> Richfield reimburses RNs, LPNs, CNAs, and Medication Aides with 90 days of service for the costs of renewing their certification or license	✓		
<u>Experience Pay:</u> RNs, LPNs, CNAs	✓	✓	
<u>Sign-On Bonus:</u> RNs, LPNs, and CNAs	✓		

Shift Differentials: RNs, LPNs, CNAs, NAs, and Medication Aides will receive additional compensation for working second and third shifts.	✓	✓	✓
Direct Deposit: Employees can elect to have their paycheck deposited in up to 3 different checking or savings account(s).	✓	✓	✓
Employee Referral Bonus Program: Earn extra money for recruiting qualified applicants	✓		
Voluntary Benefits: Additional benefits that are available include Supplemental Life Insurance, Pre-Paid Legal Services, and AFLAC	✓		
Employee Discounts: Verizon Wireless and Commonwealth Home Health Care. Available from the first day of hire.	✓	✓	✓

If you have any questions, please contact Human Resources at 540-380-6516

Richfield Retirement Community
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Equal Opportunity Employer