



Because every child is **wonderfully unique.**

**Benefit Summary Sheet**

BENEFIT	DESCRIPTION
<p><b>Medical Insurance</b>            Highmark Delaware (Widely accepted)</p> <p>*Full-time employees eligible after 60 days</p> <p>Carrier Contact: 1-800-633-2563            Carrier website: <a href="http://www.highmarkbcbsde.com">www.highmarkbcbsde.com</a></p>	<p><i>BrightBloom Centers</i> contributes 60% toward full-time employees and dependent premiums. Dependents include spouse, domestic partners, and children</p> <ul style="list-style-type: none"> <li>• Shared Cost PPO \$1000/100</li> <li>• Shared Cost PPO \$2500/100</li> </ul> <p><b>Health Insurance Rates: Based on age and plan selection</b> (Rates available upon request)</p>
<p><b>Dental Insurance</b>            Principal Dental</p> <p>*Full-time employees eligible after 60 days</p> <p>Carrier website: <a href="https://www.principal.com">https://www.principal.com</a></p>	<p><i>BrightBloom Centers</i> contributes 60% toward full-time employees and dependent premiums. Dependents include spouse, domestic partners, and children</p> <p><b>Dental Rates:</b>  <b>Employee Only:</b> around \$10 per pay  <b>Employee + 1 adult:</b> \$21 per pay  <b>Employee + Child(ren):</b> \$18 per pay  <b>Employee+Family:</b> \$30 per pay</p>

<p><b>Vision Insurance</b> <b>Principal Vision</b></p> <p>*Full-time employees eligible after 60 days</p> <p>Carrier website: <a href="https://www.principal.com">https://www.principal.com</a></p>	<p><i>BrightBloom Centers</i> contributes 60% toward full-time employees and dependent premiums. Dependents include spouse, domestic partners, and children</p> <p><b>Vision Rates:</b>  <b>Employee Only:</b> \$1.29 per pay  <b>Employee + 1 adult:</b> \$2.18 per pay  <b>Employee + Child(ren):</b> \$2.49 per pay  <b>Employee+Family:</b> \$3.61 per pay</p>
<p>Virtual Visit Coverage <b>Teladoc Health</b></p> <p>Available to <u>all</u> employees</p>	<p><i>BrightBloom Centers</i> contributes 50% toward employee and dependent premiums. Dependents include spouse, domestic partners, and children</p> <p><b>Teladoc Health</b> <a href="https://teladochealth.com/">https://teladochealth.com/</a></p>
<p><b>Personal Time Off (PTO)</b></p>	<ul style="list-style-type: none"> <li>• Employees accrue 10 days of PTO annual (based on 40hr/ week schedule)</li> <li>• 6 paid holidays</li> </ul>
<p><b>Direct to Policy-Holder Benefit Options</b></p> <p>Supplemental Life Short-Term Disability Hospital Indemnity Critical Illness</p>	<p>Various products available through Aflac</p>
<p><b>401K Retirement Program</b></p>	<ul style="list-style-type: none"> <li>• Enrollment after 6 months of service.</li> <li>• Your contributions are always 100% vested</li> <li>• Employer-match dollar for dollar for the first 3 % of contribution, 50% after that up to 5%.</li> <li>• Employer match starts immediately after enrollment and is 100% vested from Day 1.</li> </ul>

<b>Employee Assistance Program</b> BalanceWorks®	Employee Assistance Program through BalanceWorks®, provides 24/7 confidential services. Employees receive immediate access to a Mental Healthcare Professional. BalanceWorks® offers confidential counseling, legal and financial services, child/elder care resources, Personal Assistant services, and online services
<b>Professional Liability Insurance</b>	Professional Liability covers \$1,000,000 per incident and \$5,000,000 total per year
<b>Training</b>	Monthly training opportunities
<b>Free BCBA Supervision</b>	Free supervision and field work hours for BCBA students after 90 days
<b>Paid RBT Certification</b>	Paid training and fees to obtain Registered Behavior Technician (RBT) certification
<b>Tuition Discounts</b> Purdue University Global	Employees and their immediate family members are eligible for tuition discounts between 10% and 20%, depending on the degree
<b>Employee Referral Program</b>	If you refer a friend who gets hired, you will receive \$200 on their 2nd month anniversary

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