

## FLORIDA BAPTIST CHILDREN'S HOMES EMPLOYEE BENEFITS

<b>Annuity</b>	Eligible after three (3) years of service from date of hire and must work a minimum of <u>twenty (20) hours per week</u> . Coverage begins the first day of the month following the three (3) year anniversary date. Contributions are paid by FBCH per Personnel Policies and Procedures Manual.
<b>Cafeteria Plan</b>	Eligible after thirty (30) days of service and must work a minimum of <u>thirty (30) hours per week</u> . Coverage begins on the first day of the month following the annual open enrollment period. Contributions are paid by the employee.
<b>Dental</b>	Eligible after thirty (30) days of service and must work a minimum of <u>thirty (30) hours per week</u> . Coverage begins on the first day of the month following eligibility. Premiums are paid by the employee.
<b>Disability</b>	Eligible after ninety (90) days of service and must work a minimum of <u>thirty (30) hours per week</u> . Coverage begins on the first day of the month after completing 90 days of active work. Premiums are paid by FBCH.
<b>Health</b>	Eligible after eighty-nine (89) days of service and must work a minimum of <u>thirty (30) hours per week</u> . Coverage begins on the 90 <sup>th</sup> day. A portion of the premiums may be paid by the employee. Premiums for dependent coverage are paid entirely by the employee. Coverage ends on the last day of the month in which termination of employment occurs. Continued medical coverage is available under COBRA laws provided acceptance and payments are made in accordance with legal limits.
<b>Life</b>	Eligible after thirty (30) days of service and must work a minimum of <u>thirty (30) hours per week</u> . Coverage begins on the first day of the month following eligibility. Premiums are paid by the employee.
<b>Worker's Comp</b>	Eligible at date of hire for all employees. Benefits are paid after investigation of injury. Premiums are paid by FBCH.