

**Available to all employees:**

**Employee Assistance Program**

- Free behavioral health visits employees and their family members – up to 3 free sessions with SLV Health Behavioral Health and up to 4 free sessions with Lincoln Financial Group
- Helping Hands Committee – offers PTO and financial assistance for employees in need of assistance

**Education Program**

- Assistance with higher education, conferences and certifications, up to \$1,000 per semester for degree programs.

**Employee Discounts**

- Cell Phone Discounts
- Sand Dunes Swimming Pool and Splashland Discounts
- Discounts on over-the-counter drugs
- Gym memberships
- Monarch Mountain ski/snowboard passes

**Retirement Program**

Two retirement accounts are offered by SLVH. All employees can begin deferring contributions into the 403b Plan upon hire. After 1 year and 1,000 hours of service, participants are eligible for a 2% match in this plan. Additionally, a 3% employer contribution in the 401a Plan begins upon satisfying the same service requirements.

**Available to FT Employees & Dependents the first of the month following hire:**

**Medical Insurance**

SLVH offers a self-funded medical plan with excellent medical and pharmacy coverage.

Our attractive paid time off benefit allows employees the opportunity to relax and rejuvenate. Fulltime employees can accrue up to 26 days per year.

**Available to FT & PT Employees & Dependents:**

**Dental Insurance**

Dental coverage is available to staff with two different plan offerings which allows employees to choose the plan that best fits individual and family needs.

**Vision**

SLV Health offers a rich vision benefit offered through VSP.

**Life Insurance and Long Term Disability**

SLV Health offers a basic life and disability insurance benefits to all fulltime employees at no cost. In addition, full time or part time employees have the option to purchase supplemental employee, spouse and child life insurance.

**Supplemental Insurance**

Additional insurance, such as short-term disability, is available to employees through AFLAC.

**Flexible Spending Account**

A healthcare FSA allows you to set aside funds on a pre-tax basis to pay for eligible medical, dental and vision services provided to you, your spouse and your dependents. Some eligible expenses may include:

- Co-payments, co-insurance and deductible expenses
- Dental care (e.g. exams, fillings, crowns)
- Vision care, eyeglasses, contact lenses
- Chiropractic care
- Prescription drugs and certain over-the-counter medical items

SLV Health also offers a dependent care FSA to employees which offers pre-tax benefits for those with daycare expenses.