



Team Member Benefits Summary

Ireland Home Based Services strives to provide you and your family with a comprehensive and valuable benefits package. Below is a summary of the benefits we offer our full-time team members.

| Benefit | Provided by IHBS at no cost | Electable Benefit w/ cost | Summary |
|--------------------------------------|-----------------------------|---------------------------|---|
| Medical Insurance | | ✓ | 3 plans offered to best suit your needs. Option of starting a health care savings account. IHBS does pay a portion of your premiums. |
| Dental Insurance | | ✓ | Options for self, children or family. |
| Vision Insurance | | ✓ | Options for self, children or family. |
| Short Term/Long Term Disability | | ✓ | Pay provided when unable to work due to an injury or illness. |
| Life Insurance | ✓ | ✓ | No cost \$15,000.00 policy. You do have the option of adding Voluntary Life Insurance. |
| Accident Insurance | | ✓ | Designed to offset some costs medical insurance may not cover. |
| Hospital Indemnity | | ✓ | Provides a daily lump/sum benefits to help cover costs associated with a hospital admission, including room and board costs. |
| 401k | ✓ | ✓ | Promotes your financial future with company matching contributions. |
| Paid Time Off | ✓ | | 3 pto days accrued after 90 days. 5 pto days accrued after 6 months. PTO time increases each anniversary. We value self-care. |
| Paid Holidays | ✓ | | 7 paid Holidays each year, including your birthday. |
| Paid Funeral Leave | ✓ | | Up to 5 paid days when a death occurs to an immediate family member to grieve and be with family. |
| Personal Use Company Car | | ✓ | For a bi-weekly reasonable fee, you can drive a company provided car for both business and personal use. Nissan Versa fee is \$192.50/month; Nissan Altima or Chevy Malibu is \$313.50/month. These fees include insurance, maintenance and all fuel purchases. Safe driver bonuses paid bi-annually. |
| Business Use Only Company Car | ✓ | | To use during the provisions of your work day; will reduce the amount of wear and tear on your personal car. Safe driver bonus paid bi-annually. |
| Mileage Reimbursement | ✓ | | When driving your personal car for work, you will be reimbursed at .30 cents per mile. |
| Ipads/Iphones | ✓ | | Company issued phones and tablets so you can perform your job duties. |
| CEU/Licensure Reimbursements | ✓ | ✓ | Up to \$500 per year reimbursed for team members required to attend CEU's. We provide study materials for those prepping for licensure exams and provide payment for licensure test. \$500 bonus for licensure and \$1000 bonus paid for clinical licensure. |
| Supervision/Supervison for Licensure | ✓ | | Supervision, support and coaching provided to all team members regularly. Also provide supervision for licensure at no cost. |
| CEU's | ✓ | | We are a provider for those needing CEU's |
| Center for Professional Development | ✓ | | Regular trainings provided to keep team members up to date on clinical trends and how to best provide services to clients. |
| Flexible Scheduling/4 day work week | ✓ | | You make your own schedule with your clients, which must meet their needs. With approval, team members are able to meet their client needs in 4 work days. |
| Short Term Leave of Absence | ✓ | | When FMLA is exhausted or you need time off, we can provide time off for you to take care of your or family member needs, with HR approval. |
| Morale Plans | ✓ | | Planned picnics, giveaways, team building activities. Holiday bonuses paid at \$100 per year of tenure up to \$1000 (subject to change) |