



Pennybyrn offers a benefit plan designed to take care of the whole person; one that strives to keep team members healthy, happy, secure, and able to focus on living the life they love both personally and professionally.

## **HEALTH & DENTAL INSURANCE**

Health and Dental insurance are administered through MedCost Benefit Services. Pennybyrn pays the majority of the premium for all options of coverage: Employee Only, Employee + Children, Employee + Spouse, and Family. All members on the health insurance plan receive free dental insurance. Prescription Drug Coverage is included with a reasonable co-pay.

## **DISABILITY & LIFE INSURANCE**

Our Disability Plans and Life Insurance are administered through The Hartford. Pennybyrn pays the premium for Short-term disability and Life Insurance. Employees pay a small percentage of their annual salary for Long-term disability.

## **FLEXIBLE SPENDING ACCOUNTS (FSA)**

We offer FSAs for employees to pay for out-of-pocket expenses that are not covered by insurance (*Unreimbursed Medical Expenses*) or expenses paid towards dependent daycare (*Dependent Daycare expenses*).

## **PAID TIME OFF (PTO)**

A generous PTO program is given to employees after 90 days of hire. PTO increases in increments as the length of employment increases. Pennybyrn also pays for bereavement and jury duty, and offers unpaid time for leaves of absence.

## **WELLNESS PROGRAMS**

### **Physical & Mental**

- Free preventive health care
- Supplemental Insurance
- Free smoking cessation plan & products
- Free Fitness Center membership
- Self-help program for mental health
- Discounted massage packages on campus
- Discounted professional haircuts on campus
- Discounted meal plans

### **Financial**

- Financial Wellness programs
- Partnerships with local banks and credit unions
- Financial tools and paycheck advances
- 401(k) Retirement Plan with employer matching

### **Emotional & Social**

- Exclusive “Caught You Caring” rewards & “Fill the Byrn” referral programs
- Discounted entertainment programs
- United Way community support partners
- Onsite Pastoral Care
- Nurturing the human spirit through a mission-driven organization that appreciates each individual.