HOMEWOOD
RETIREMENT CENTERS

CO-WORKER BENEFIT SUMMARY

Homewood offers Co-workers both complimentary and voluntary optional benefits. The following benefits are in effect as of January 2025.

BENEFIT	FULL-TIME CO-WORKERS	REGULAR PART-TIME CO-WORKERS
Group Health Insurance with Prescription Drug Card	Individual and dependent coverage through payroll deduction for full-time or working an average of 30 or more hours a week.	
Dental/Vision Plan	Individual and dependent coverage through payroll deduction for full-time or working an average of 30 or more hours a week.	
Premise Health	Free on-site primary care, medications, lab work, health coaching, etc. for Homewood's health plan participants.	
Section 125 Plan	Eligible benefit insurance premiums through payroll deduction on a before-tax basis	Eligible benefit insurance premiums through payroll deduction on a before-tax basis
Paid Time Off (PTO)	Flexible use of time off that combines vacation, holiday, illness, absence or other reasons into one package. Time is accumulated as you work. Equivalent of 26 or 31 days a year. Option to trade PTO for money	Flexible use of time off that combines vacation, holiday, illness, absence or other reasons into one package. Time is accumulated as you work. Option to trade PTO for money†
Catastrophic Time Off (CTO)	Available as accumulated to help provide income for your own extended medical circumstances. Equivalent of 7 days a year with a maximum cap of 50 days	Available as accumulated to help provide income for your own extended medical circumstances. A maximum cap of 50 days†
Bereavement Leave	1 or 3 days	1 day
Weekend Differential (Some Hourly Positions)	$1.00 an hour for all shifts	$1.00 an hour for all shifts†
Holiday Differentials (Some Hourly positions)	Time & a half when required to work designated holiday(s)	Time & a half when required to work designated holiday(s)†

BENEFIT	FULL-TIME CO-WORKERS	REGULAR PART-TIME CO-WORKERS
Shift Differentials (Nursing hourly only)	3-11 and 11-7 shift differentials	3-11 and 11-7 shift differentials†
Retirement Plan	Defined contribution plan with vesting as follows: After 2 years of service-25% 3 years of service-50% 4 years of service-75% 5 years of service-100% Homewood currently contributes 5.0% multiplied by gross wages on a per pay basis. Co-workers decide how to invest the money	Defined contribution plan with vesting as follows: After 2 years of service-25% 3 years of service-50% 4 years of service-75% 5 years of service-100% Homewood currently contributes 5.0% multiplied by gross wages on a per pay basis. Co-workers decide how to invest the money
Tax Sheltered Annuity 403(b) Plan	Optional payroll deducted tax-deferred retirement savings	Optional payroll deducted tax-deferred retirement savings†
Christmas Gift	Christmas gift, if board approved, based on year-to-date wage	Christmas gift, if board approved, based on year-to-date wage†
Jury Duty	100% of the base wage per eight-hour day	100% of the base wage per eight-hour day†
Professional Licensure/ Certification	Provides for maintenance of professional credentials	Provides for maintenance of professional credentials†
Leave of Absence	As approved	As approved†
Dependent and Medical Reimbursement Accounts	Dollars set aside through payroll deduction on a before-tax basis	Dollars set aside through payroll deduction on a before-tax basis
Group Term Life Insurance	1x's annual base salary with a cap at $50,000	1x's annual base salary with a cap at $50,000†
PTO Donation Program	Donate money by donating PTO time to another co-worker who is experiencing an unforeseen situation	Donate money by donating PTO time to another co-worker who is experiencing an unforeseen situation†

BENEFIT	FULL-TIME CO-WORKERS	REGULAR PART-TIME CO-WORKERS
Voluntary Term Life Insurance	Insurance premium paid through payroll deduction on a before-tax basis	Insurance premium paid through payroll deduction on a before-tax basis
Critical Illness, Hospital Indemnity, Accident Insurance	Insurance premium paid through payroll deduction on a before-tax basis	Insurance premium paid through payroll deduction on a before-tax basis
Travel/Accident Insurance	Coverage is five times base annual earnings to a maximum of $300,000	Coverage is five times base annual earnings to a maximum of $300,000†
Retirement Benefit	Retirees at age 62 or older receive ½ of their accumulated CTO time up to a maximum of 25 days	Retirees at age 62 or older receive ½ of their accumulated CTO time up to a maximum of 25 days†
Social Security / Medicare Tax	Contributes to your Federal Social Security fund at a rate of 7.65% of your wages in addition to the 7.65% withheld from your paycheck	Contributes to your Federal Social Security fund at a rate of 7.65% of your wages in addition to the 7.65% withheld from your paycheck†
Unemployment Compensation	Benefits paid for persons out of work due to no fault of their own through the Unemployment Office and in accordance with the unemployment laws	Benefits paid for persons out of work due to no fault of their own through the Unemployment Office and in accordance with the unemployment laws†
Accidental Death and Dismemberment	Insurance premium paid through payroll deduction on a before-tax basis	Insurance premium paid through payroll deduction on a before-tax basis
Retirement Gift	Gift selection. Minimum retirement age 62 and tenure 10 years	Gift selection. Minimum retirement age 62 and tenure 10 years
Short Term Disability Income	During designated FMLA leaves only, one half the usual and regular income is provided from day 51 to day 120 for total disability	

BENEFIT	FULL-TIME CO-WORKERS	REGULAR PART-TIME CO-WORKERS
Referral Bonus	Receive up to $600 when a referral is made and the person is employed	Receive up to $300 when a referral is made and the person is employed†
PTO Opt-Out (All hourly positions)	Opt-out accumulating PTO time and receive a 10% hourly rate increase	Opt-out accumulating PTO time and receive a 10% hourly rate increase†
Co-worker Assistance Program (EAP)	Confidential program to assist you in obtaining professional counsel for life's challenges such as marital, family issues, substance abuse, stress, etc.	Confidential program to assist you in obtaining professional counsel for life's challenges such as marital, family issues, substance abuse, stress, etc.†
Dining Facilities	Dining facilities to purchase food	Dining facilities to purchase food†
Service Award Recognition	5, 10, 15, 20, etc. years recognized with tenure award	5, 10, 15, 20, etc. years recognized with tenure award †
Inservice Training	Training at Homewood and approved off-campus seminars	Training at Homewood and approved off-campus seminars†
Tuition Reimbursement	As approved	As approved
Zero Accident Culture	Emphasis on a safe place to work	Emphasis on a safe place to work†
Worker's Compensation	Provided for your protection to cover costs associated with an accidental work-related injury	Provided for your protection to cover costs associated with an accidental work-related injury†

† - Part-time co-workers are eligible for these benefits.

The above benefit listing is only a summary of Homewood's benefit options and is subject to change at any time. Please refer to Homewood's Co-worker Handbook for more details or contact Human Resources. Nothing on this sheet is to be interpreted as an offer of employment or a commitment of continued employment.

Homewood Retirement Centers owns and operates facilities in Maryland and Pennsylvania serving over 2,100 clients and employing over 1,300 co-workers.

Homewood and its subsidiaries are Equal Opportunity Employers

10/2024