



Summary of Benefits for Plan Year May 1, 2018 through April 30, 2019

Abode Services offers a comprehensive benefits package and pays 100% employee only coverage for medical, dental, vision base plans. Benefits for eligible employees begin the 1st of the month following one month of employment. For a benefits calculator, please go to our [Zenefits](#) online benefits system.

BENEFIT	DESCRIPTION
Medical Insurance (includes Child Dental)	Kaiser HMO Silver Kaiser HMO Gold Kaiser HMO Platinum
Dental Insurance	Guardian DHMO Guardian PPO
Vision Insurance	Guardian VSP
Flexible Spending Account	Medical Reimbursement Dependent Care Reimbursement
403(b) Retirement Savings Plan	Includes Employer Match up to 2% and 1% Employer Contribution <i>(must meet eligibility requirements and vesting schedule)</i>
Paid Time Off (PTO)	19 days per calendar year
Holidays	9 paid Holidays per calendar year
Employee Assistance Program (EAP)	Free & Confidential Help for employees and family
Voluntary Benefits: Commuter Checks Program Life Insurance Disability Insurance Accident, Hospital Indemnity Insurance Legal & Identity Theft Protection	Optional Coverage for life's concerns. If interested, please contact HR for more information.