am a part time employee can you tell me my benefits

As a part-time employee at High Five, your benefits are somewhat limited compared to those of full-time employees, but you are still eligible for several key benefits. Here is a summary of what you can expect:

**Retirement Plan:**

* **401(k) Plan**: You are automatically enrolled in the 401(k) retirement plan at a 2% pre-tax contribution rate unless you opt-out or make changes. Your contributions will initially be invested in a BlackRock LifePath Target Date Retirement fund based on your expected year of retirement​​.

**Medical Insurance:**

* **Eligibility**: Part-time employees are not explicitly mentioned for medical insurance eligibility in the provided document. Full-time employees become eligible for coverage the 1st of the month following 30 days of employment​​.

**Dental and Vision Insurance:**

* **Dental Insurance**: Delta Dental PPO plan with various deductibles and coverage options for different types of dental services. Rates per paycheck vary based on the level of coverage chosen (e.g., employee only, employee + spouse, etc.)​​.
* **Vision Insurance**: VSP Choice Plan B with specified co-pays and coverage for exams, lenses, and frames. Rates per paycheck are similarly structured to dental insurance​​.

**Leave Policies:**

* **Paid Time Off (PTO)**: Part-time employees do not accrue PTO; this benefit is provided only to full-time employees​​.
* **Maternity and Paternity Leave**: Not available for part-time employees. These benefits are restricted to full-time employees who meet certain eligibility criteria​​.
* **Bereavement Leave**: This is also typically available only to full-time employees​​.

**Additional Considerations:**

* **Work Schedule**: As a part-time employee, your work hours will be communicated by your supervisor and can be flexible based on job responsibilities and supervisor approval​​.

If you have further questions or need more detailed information, it is recommended to contact the Human Resources department for clarification specific to your situation.

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how many vaction days do i get

As a part-time employee at High Five, you do not accrue Paid Time Off (PTO). The PTO benefits, which include vacation days, are provided only to full-time employees. Full-time employees accrue up to 14 days of PTO in their first year, with the amount increasing by one day per year after the second year, up to a maximum of 20 days​​.

tell me about the medical benfits that are offered

High Five offers several medical benefit plans through BlueCross BlueShield, with different levels of coverage and associated costs. Here are the details:

**Medical Insurance Plans:**

High Five provides three medical insurance plans: B730ADT, S730ADT (Base Plan), and G730PFR. Here's a breakdown of the key features of each plan:

**In-Network Benefits:**

1. **Deductibles:**
   * **B730ADT:**
     + Individual: $7,250
     + Family: $13,800
   * **S730ADT:**
     + Individual: $4,250
     + Family: $12,750
   * **G730PFR:**
     + Individual: $2,000
     + Family: $6,000
2. **Coinsurance:**
   * **B730ADT:** 0%
   * **S730ADT:** 40%
   * **G730PFR:** 30%
3. **Out-of-Pocket Maximum:**
   * **B730ADT:**
     + Individual: $7,250
     + Family: $13,800
   * **S730ADT:**
     + Individual: $9,100
     + Family: $18,200
   * **G730PFR:**
     + Individual: $5,000
     + Family: $15,000
4. **Office Visits:**
   * **B730ADT:** 0% after deductible
   * **S730ADT:**
     + Primary Care Provider: $45
     + Specialist: $65
   * **G730PFR:**
     + Primary Care Provider: $45
     + Specialist: $65
5. **Hospitalization:**
   * **B730ADT:** 0% after deductible
   * **S730ADT:**
     + Inpatient: $250 copay per admit, then 40% after deductible
     + Outpatient: $75 copay per visit, then 40% after deductible
   * **G730PFR:**
     + Inpatient: $300 copay per admit, then 30% after deductible
     + Outpatient: $300 copay per visit, then 30% after deductible
6. **Emergency Room:**
   * **B730ADT:** $150 copay per visit, then 0% after deductible
   * **S730ADT:** $500 copay per visit, then 40% coinsurance
   * **G730PFR:** $650 copay per visit, then 30% coinsurance
7. **Preventative Care:** No charge for all plans.
8. **Prescription Drugs:**
   * **B730ADT:** 0% after deductible
   * **S730ADT & G730PFR:**
     + Preferred Generic: $10 / $20
     + Generic: $20 / $30
     + Preferred Brand Name: $50 / $70
     + Non-Preferred Brand Name: $100 / $120
     + Preferred Specialty: $150
     + Non-Preferred Specialty: $250

**Per-Paycheck Rates:**

1. **B730ADT:**
   * Employee Only: $35.58
   * Employee/Spouse: $224.98
   * Employee/Child(ren): $224.98
   * Employee/Family: $414.37
2. **S730ADT:**
   * Employee Only: $61.24
   * Employee/Spouse: $276.28
   * Employee/Child(ren): $276.28
   * Employee/Family: $491.33
3. **G730PFR:**
   * Employee Only: $132.84
   * Employee/Spouse: $419.48
   * Employee/Child(ren): $419.48
   * Employee/Family: $706.12

**Eligibility:**

Full-time employees are eligible for medical coverage starting on the 1st of the month following 30 days of employment. Dependent coverage is available for spouses, natural children, stepchildren, legally adopted children, children for whom the employee or spouse is the legal guardian, and disabled dependents with approved medically certified diagnoses (no age limit). Dependent children are covered until the end of the month of their 26th birthday​​.

For specific details and any updates, you may want to consult the Summary of Benefits and Coverage (SBC) or contact the Human Resources department.

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