Benefits At-A-Glance

WESLEY
Community · Choice · Continuing Care

Benefits Provided at No Cost

- **Employee Assistance Program (EAP)**

  Free, confidential counseling and advice for personal, family, and work-related issues.

- **Dayforce Wallet**

  Dayforce Wallet is an on-demand pay service that allows employees (ages 18+) the ability to access their earned pay prior to payday. Additionally, Dayforce Wallet may be used as a direct deposit account for part or all of an employee's paycheck.

- **Paid Holidays**

  – New Year's Day – Independence Day – Thanksgiving Day – Personal Holiday of Choice
  – Memorial Day – Labor Day – Christmas Day

- **Paid Time Off (PTO)**

  – Upon Hire: 0.0607 per hour worked (~16 days or 3 weeks)
  – Upon 2 years of service completed: 0.083 per hour worked (~22 days or 4 weeks)
  – Upon 5 years of service completed: 0.1052 per hour worked (~27 days or 5 weeks)

- **Wesley 403(b) Retirement Fund**

  Wesley generously offers a dollar-for-dollar match on contributions you make, up to 4% of earnings; must be 18 years of age or older to be eligible for company match.

- **Public Loan Service Forgiveness**
- **Bereavement pay**
- **50% food and beverage discount** at any Wesley Bistro
- **Basic Life and AD&D** (1x annual salary, up to $150,000) through Mutual of Omaha
- **Employee Emergency Assistance Grant** through the Wesley Community Foundation
- **Employee Education Assistance Grant** through the Wesley Community Foundation

Recognition & Reward

Inspire

Wesley has adopted a company-wide recognition and reward platform that enables all employees to participate in recognizing others for the good work that occurs throughout the organization, as well as celebrating key milestones like birthdays, promotions, retirements, and new teammates.

As a member of Inspire, **you can earn points many different ways**. These may include activating your account, sending your first recognition of another employee, work anniversary milestones (like years 1, 2, 5, 10, 15, etc.), being recognized by a leader, or receiving a "boost." In addition to all of this, Wesley occasionally runs other point-based activities, such as contests, key initiatives, and general celebrations. You can redeem accumulated points for exciting merchandise, gift cards, experiences, tickets, and so much more!

Medical, Dental, & Vision Coverage

- **Medical Coverage – *Eligible first of the month following date of hire***
  Wesley offers three medical plan options through Kaiser Permanente: a CORE HMO plan and two Access PPO plans. Preventive Care is covered at 100%.

	HMO PLAN In-Network	PPO BASE PLAN In-Network	PPO BUY-UP PLAN In-Network
Calendar Year Deductible	$2,000 individual $4,000 family	$2,000 individual $4,000 family	$500 individual $1,500 family
Calendar Year OOP Max	$5,000 individual $10,000 family	$5,000 individual $10,000 family	$2,000 individual $6,000 family
Office visit	$30 copay	$30 copay	$25 copay

- **Dental Coverage – *Eligible first of the month following date of hire***
  Wesley offers two dental plans through Delta Dental:

	DELTA DENTAL BASE PLAN In-Network	DELTA DENTAL BUY-UP PLAN In-Network
Calendar Year Deductible	$50 individual/ $150 family	$50 individual/ $150 family
Calendar Year Max Benefit	$1,000	$2,000
Orthodontia (Children only - up to age 19)	Not covered	Covered

- **Voluntary Vision Coverage– *Eligible first of the month following date of hire***
  Wesley is pleased to offer a voluntary vision plan through DeltaVision:

	DELTAVISION PLAN WITH VSP
Routine Exam Once per 12 months	$10 copay
Hardware Lenses per 12 months Frames per 24 months	$25 Hardware copay Basic lenses covered 100% $200 Frame allowance ($110 Costco)
Contacts (instead of glasses) Once per 12 months	$60 Contact lens fitting fee $200 Contact allowance
VSP LightCare (instead of glasses)	$200 frame and lens allowance for non-prescription eyewear, including ready-made sunglasses or blue-light glasses. The same frequency and copay rules apply as with prescription eyewear.

2026 Pre-Tax Plan Year Cost of Coverage (Per Pay Period)

	Kaiser Permanente HMO Plan	Kaiser Permanente Base Plan	Kaiser Permanente Buy-Up Plan	Delta Dental Base Plan	Delta Dental Buy-Up Plan	DeltaVision Voluntary Vision VSP
Employee Only	$32.67	$116.58	$165.82	$3.54	$6.65	$2.72
Employee & Spouse	$432.54	$613.96	$720.43	$19.66	$25.64	$5.72
Employee & Child(ren)	$98.56	$246.77	$333.74	$23.56	$32.89	$6.00
Family	$499.59	$745.65	$890.02	$43.39	$56.74	$9.00

Additional Benefit

- **Healthcare and Dependent Care Flexible Spending Accounts (FSAs)**

  The Healthcare FSA allows you to set aside pre-tax dollars to use toward eligible health care expenses. Navia Benefit Solutions provides a debit card for easy transactions; max annual election is $3,400. The Dependent Care FSA can be used to save tax dollars on childcare for dependents under age 13.