




# BENEFIT HIGHLIGHTS

Join us! As a candidate of an Ensign-affiliated company, please feel free to take some time to learn more about our comprehensive and competitive benefits package, which covers everything from traditional benefits to unique perks and everything in between. You are welcome to view full details at our public benefits portal [www.EnsignBenefits.com](http://www.EnsignBenefits.com)

Our core values of celebration, accountability, passion for learning, love one another, intelligent risk taking, customer second, and ownership guide us in our decision making when designing our benefit programs and inspire us to promote well balanced lifestyles, in and out of work.



 One of our core values is Love One Another. The Emergency Fund is our way of ‘passing the hat’ to help those coworkers whose lives are turned upside down by tragedy. Here’s how it works: We invite all affiliated employees to donate whatever they can each pay period to the fund. All size donations are welcomed – from \$1 to \$100 or more. To date, the Emergency Fund has distributed over \$3,300,000 to affiliated employees in need.

## Health Benefit Eligibility:

Employees who work at least 30 hours a week are eligible for Medical and 401k benefits. Employees who work at least 32 hours a week are eligible for all benefits.















**Department heads, nurses, therapists & Service Center employees** - Benefits are effective the first of the month after your hire date provided you enroll within 30 days of your hire date. Example: If you are hired January 3, your benefits are effective on February 1, provided you enroll by February 2.

**Other employees of an Ensign-affiliated company** - Benefits are effective the first of the month following 60 days of employment, provided you enroll within 30 days of your hire date. Example: If you are hired May 15, your benefits are effective on August 1, provided you enroll by June 14.

## 401k Benefit Eligibility:

All full-time and part-time employees, age 18 and above, of an Ensign-affiliated company may join the plan on the first of the month following 3 months of service.

## Types Of Benefits Offered:

 Medical	 Dental	 Vision
 Health Savings Account	 Flexible Spending Accounts	 Transportation Benefit Program
 Life and AD&D Insurance	 Short-Term Disability	 Long-Term Disability
 Accident Insurance	 Critical Illness Insurance	 Hospital Indemnity Insurance
 Auto & Home Insurance	 401(k) Savings Plan	 Employee Assistance Program
 Tuition Reimbursement *	 TicketsatWork	 Purchasing Power
 Child Care Benefit Program	 Intalere Marketplace	 Discount Fitness Center Membership

\*Not all locations offer Tuition Reimbursement. To verify eligibility, please check with your location.

## Time Off:

We offer full-time employees vacation based on years of service and six paid holidays. Six sick days are available to full-time employees (In AZ, CA and WA sick time is based on state mandated accrual rates for all employees).

**Note:** Ensign Services, Inc. is the plan administrator of the Ensign Services, Inc. Comprehensive Health and Welfare Benefit Plan.