

ASCEND Mental Wellness

Benefits Summary for Full-Time Employees*

Health Insurance including Medical, Prescription Drug and Dental coverage:

ASCEND Mental Wellness offers a defined employer contribution and the following products:

- 6 Medical plan options with 3 tiers of coverage*
- 3 Dental plan options
- Access to additional benefits
- Comprehensive Vision Benefit
- Voluntary Whole Life Insurance
- Voluntary Cancer Select Plus
- Voluntary Accident Coverage
- Voluntary Short Term Disability
- Voluntary Critical Illness Coverage
- Voluntary Legal Plan
- Voluntary Telemedicine service
- Flexible Spending Accounts

Employer Paid Benefits:

- Group Long Term Disability Insurance
- Group Life and Accidental Death & Dismemberment Insurance

Defined Contributions:

Agency Contribution per Employee per Month (2023)	
Employee Only Health	660.00
Employee + Spouse Health	1166.00
Employee + Child(ren) Health	990.00
Family Health	1,650.00

Paid Time Off:

- Employees earn one week of vacation after six months of employment.
- Employees earn two weeks of vacation after one year of employment.
- Employees are paid for 11 holidays (8 hours each) per calendar year.
- Employees earn 2 floating holidays per year (initial earning depends on start date)
- Employees earn 2.5 hours of sick time per pay period.
- Employees receive 32 hours of personal time per year.

Saving for Retirement:

- Based on ASCEND Mental Wellness' financial performance for the year, the agency contributes money on the employee's behalf toward our profit-sharing plan. The employee must meet certain eligibility requirements. See plan document for additional details.
- Employees have the option to invest their own funds in our 401(k) or Roth 401(k) plan administered by Glens Falls National Bank.

***This document is intended only to be a summary of benefits. Please consult the Employee Handbook and appropriate plan documents for full descriptions of the benefits offered and current costs.**