2025 BENEFITS AT A GLANCE

Donor Network West offers a robust benefits package to our employees and their families so that they can select the options that work best for them. Donor Network West generously pays 80% of employee and dependent coverage while employees only pay 20%.

Full time employees receive the following benefits:

- ❖ Medical
 - California
 - Kaiser Permanente
 - > HMO and HSA options
 - Sutter Health Plus
 - HMO & HSA options
 - Nevada
 - o Hometown Health
 - > HMO & PPO options
 - For employees living and working outside of Kaiser, Sutter and Hometown Health service areas
 - Trustmark (Cigna)
 - PPO option
- Dental & Vision
 - Guardian
- Health Savings Account (HSA)
 - DNWest contributes up to \$1,000 per year for employees enrolled in this benefit
- Flexible Spending Account
 - Medical flexible spending account
 - Dependent care flexible spending account
- ❖ 403(b) Retirement plan with immediate employer contribution
- Commuter Benefits
 - Mass transit
 - Parking
- Pet Insurance
- 529 College Savings Plan
- ❖ Vacation/Sick
 - (Vacation) Regular Full-Time Non-Exempt and Exempt Employees
 - Years o 4

DONOR NETWORK WEST

o Year 5 and beyond 20 days 160 hours

• (Vacation) Supervisors, Managers, and Directors (Non-Exempt & Exempt)

Year o - 4
 Years 5 and beyond
 Years 5 and beyond
 20 days
 25 days
 200 hours

• (Vacation) Regular Full-Time Exempt Vice Presidents, and Chiefs

○ Year o – 4 25 days 200 hours

Years 5 and beyond
 30 days
 240 hours

• Paid Sick Leave for all employees

o 1 hour for every 30 hours worked 80 hours

*12 Recognized Company Holidays

Wellness Reimbursement

Up to \$30 per month for gym membership or exercise classes

Life Insurance and Accidental Death & Dismemberment

• 1x basic annual earnings up to \$400,000

❖ Voluntary Life Insurance Accidental Death & Dismemberment for Purchase

• Employee, spouse, and dependents

Employee Assistance Program

Identity Theft Program

 Complimentary coverage provided to employees. Additional family members can be added for a nominal fee.

Education Reimbursement

• Up to \$6,000 per calendar year for full time employees after 1 year of employment

Short Term Disability

• Nevada only (California has state disability plan)

Long Term Disability

Complimentary Personal Financial Wellness Resources

Business Travel Accident Plan

Extended Sick Leave

- Used in conjunction with leaves of absence related to state disability and workers' compensation
- Up to 48.10 hours per year
- Rolls over year to year

Employee Discount Program

Eligible for federal loan forgiveness programs