

# 2023 U.S. Team Member Benefits



At Cove Communities, the benefits package helps provide you and your family with peace of mind about health, financial and overall wellbeing. If you are a regular, full-time team member (working 30 hours or more per week), you may enroll yourself and your dependents (where eligible). Benefits are available on the first day of the month following 30 days of employment with us.

**MEDICAL INSURANCE** - The four medical plan options with BlueCross BlueShield of Arizona (PPO's and High Deductible Health Plans with a Health Savings Account HDHP/HSA) provide you with choices to best fit your needs. All four plans offer preventive care and immunizations covered at no cost to you. These plans offer in-and-out-of-network benefits, providing you freedom to choose any provider. However, you will pay less out of your pocket when you choose a BCBSAZ provider. Participation in any of the PPO or HDHP/HSA Medical Plans also includes access to prescription drug benefits. If you enroll in one of the HDHP/HSA medical plans, Cove Communities will help you save by contributing to your HSA account (\$600 per year for employee only/\$1,200 for all other coverage levels).

**DENTAL INSURANCE** - BCBSAZ Dental PPO Plans offer you comprehensive dental coverage when elected. While you can see any dentist, you will save considerably when utilizing an in-network dentist. Preventive care such as dental exams and teeth cleanings are covered at no charge. Up to \$1,000 of orthodontia coverage is available for children on the 'High' dental plan.

**VISION INSURANCE** - If enrolled, the Vision Plan provides an annual eye exam with a \$10 co-payment, a \$130 eyeglass frame allowance and standard lenses covered in full after \$25 co-payment every 12 months when using a provider within the VSP network. Should you choose to use the in-network contact lens benefit instead of the frame benefit, you receive a \$130 allowance towards new or replacement contacts and a contact lens fitting.

**LIFE INSURANCE** - A \$15,000 Basic Life/Accidental Death & Dismemberment (AD&D) insurance benefit is provided to you at no charge.

You can also elect Supplemental Employee and Spouse and/or Child(ren) Life/AD&D at an additional cost. Depending upon the coverage amount, please note that an Evidence of Insurability (EOI) form and underwriting approval may be required.

**VOLUNTARY BENEFITS** - You can also elect to enroll in Short-term Disability, Long-term Disability, Accident and/or Critical Illness Insurance to help support your wellbeing. While the disability benefits pay a percentage of your pay to a maximum amount, the Accident and Critical illness insurance provides cash benefits if you or a covered family member is accidentally injured or diagnosed with a critical illness or event.

**EMPLOYEE ASSISTANCE PROGRAM (Regular FT and PT Employees)** - The Company provides you and your household with a free, strictly confidential EAP service that includes 24/7 online and telephonic counseling and up to three free face-to-face visits per person, per issue, per year with a licensed counselor.

**PET INSURANCE (Regular FT and PT Employees)** - Cove Communities provides you the option to purchase pet insurance through Nationwide. Pet insurance helps you cover veterinary expenses so you can provide your pets with the best care possible without worrying about the cost.

**PAID VACATION TIME & HOLIDAYS (Regular FT Employees Only)** - Vacation time affords you the opportunity to relax and rejuvenate with your family and/or friends while getting compensated. Vacation time is based upon your years of service and is accrued per pay period. You may carry over a maximum of 40 hours each calendar year. The Company also provides numerous paid Holidays which vary by specific location.

Years of Service	Total Time Off (Including Holidays)	Maximum Carryover Hours (Days)
Date of hire through 5 years	208 (26)	40 (5)
Five years, but less than 10	248 (31)	40 (5)
10 years and above	288 (36)	40 (5)

**COVE CARES (Regular FT Employees)** - In addition to other paid time off benefits, the Cove Cares program affords an additional two paid days per year to full-time team members who have been employed for more than 90 days to provide community service.

**401(K) SAVINGS PLAN (Regular FT and PT Employees)** - Eligible team members 21 years of age and older can start contributing to the Cove Communities 401(k) Savings Plan on the first day of any month. The Company matches 100% of the first 4% of your eligible compensation. You are always 100% vested in your plan contributions and any dollars you requested to be rolled over from another plan.