



**EXCELLENCE**

**COMPASSION**

**COMMUNITY**

### Medical and Dental Insurance

Full-time employees (scheduled 30 or more hours per week) are eligible for medical and dental coverage. HCI pays 100 percent of employee premiums for medical and dental insurance. New employees and their dependants are eligible for these benefits on the first day of the month following the first date of hire. Employees pay for any dependent coverage premiums elected as a pre-tax deduction.

### Tax Deferred 401K Retirement Savings Account

Full time employees are eligible to participate in the HCI 401K plan. HCI will provide a one-to-one matching fund of up to 3% of the annual salary.

### Four-Day Work Week

Most Healthy Connections employees work four 10-hour days to complete their 40-hour work week.

### Holidays

Healthy Connections observes 10 paid holidays per year:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Eve
- Christmas Day
- Plus 2 floating holidays

### Vacation and Sick Leave

Healthy Connections provides a generous vacation and sick leave to full-time employees. This is accrued per pay period and is multi-tiered based on your length of service. This ranges from 80 to 240 hours for vacation leave and 80 hours for sick leave.

Healthy Connections also offers Bereavement Leave and an inclement weather allowance. There are also incentives for unused sick leave.

### Payroll

Healthy Connections employees are paid on a bi-weekly basis. Payroll is direct-deposited into the employee's bank account.



### Other Unique Benefits

- Continuing Education and CME's *(depending on position)*
- AFLAC Cancer/Accident/Hospital/Voluntary Life/Personal Sick/Short Term Disability
- Blue Cross Blue Shield Vision available at additional cost
- Shelter Life Insurance
- Annual wellness day for entire family
- Profit sharing
- Walking breaks

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**Arkadelphia**  
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**Facebook** HCIArkansas  
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Learn more  
**479-437-3449**

**[www.healthy-connections.org/careers](http://www.healthy-connections.org/careers)**

Healthy Connections is an equal opportunity employer and provider