

Lower Cape Fear Hospice & LifeCareCenter Benefits

To attract, reward, motivate and retain good people, Lower Cape Fear Hospice & LifeCareCenter offers competitive salaries and an outstanding benefits package. The range and quality of the network's employee benefits reflect the importance place on excellence and loyalty.

The following benefits are available to Lower Cape Fear Hospice & LifeCareCenter full-time employees. A modified benefits package is available to qualifying part-time employees. Details of each benefit are available through the Human Resources Department.

Comprehensive Major Medical Insurance

Blue Cross Blue Shield of North Carolina PPO plan. Prescription plan.

Paid Days Off (26 first year)

Up to 29 in your second year with a maximum of 39 paid days off. Includes vacation, holidays, sick days. PDO sellback is available three times each year.

Dental Insurance

Ameritas 100% preventative care coverage, orthodontia 50% co-insurance with \$1,000 lifetime maximum.

Retirement Plans

Defined benefit plan at no cost to employee with 5 year vesting. 403(b) and 457(b) retirement savings plans available.

Tuition Reimbursement

For employees pursuing job-related, approved education.

Vision Insurance

Community Eye Care annual eye exam and contact lens fitting, 100% with \$25 co-pay. Eyewear allowance.

Term Life Insurance

Basic \$10,000 benefit provided. Employee may purchase additional life insurance coverage.

Family Life Insurance

Employee can purchase life insurance for dependents.

Long Term Disability Coverage

90 day elimination period provided with an option for employee to purchase, 60 day elimination period.

Employee Assistance Program

Counseling up to 3 visits per year at no cost to employee.

Employee Activities

Discounts to area attractions and businesses.

Other Benefits

- Health Care and Dependent Care Flexible Spending Accounts
- Short-term Disability
- Critical Care
- Whole Life Policy

