



# 2021 U.S. Team Member Benefits

*At Cove Communities, our 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

Through participation in any of our Cigna Preferred Provider Organization (PPO) or Health Savings Account (HSA) Medical Plans, preventive care and immunizations are covered at no charge. Realize significant savings by utilizing in-network doctors, hospitals and labs. You also have the freedom to go out-of-network, just at a higher cost. Participation in any of our PPO or HSA Medical Plans also includes access to prescription drug benefits. Our home delivery pharmacy program can save you 20% on your prescription(s).

### DENTAL INSURANCE

Our Cigna Dental PPO Plans offers you comprehensive dental coverage when elected. While you can see any dentist, 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 on the 'High' plan.

### VISION INSURANCE

If elected, our Vision Plan opens access to an annual eye exam with a \$10 co-payment (in-network). You are also given a \$130 eyeglass frame allowance, while standard lenses are covered in full after a \$10 co-payment (in-network). Should you choose to use the contact lens benefit instead, you receive an \$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 at no charge. You can also elect Supplemental 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.

### PAID VACATION TIME & HOLIDAYS (Regular FT Employees Only)

Vacation time affords you with 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	Accrued Hours Per Pay Period	Potential Hours (Days) Per Year	Maximum Carryover Hours (Days)
Date of hire through 5 years	3.08	80 (10)	40 (5)
Five years, but less than 10	4.62	120 (15)	40 (5)
10 years and above	6.15	160 (20)	40 (5)

### PAID SICK LEAVE (Regular FT and PT Employees)

The Company provides you with up to 40 hours of paid sick leave each year. Sick leave begins accruing on your date of hire at the rate of 1.54 per pay period. Sick time does not rollover from year-to-year and use of use of leave is limited to 40 hours per year.

### COVE CARES (Regular FT and PT 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.

