



The Overlook is committed to the health and well-being of our employees and their families, we are proud to provide a full range of benefits to help meet your current and future needs. The following benefits are available to full-time and part-time employees scheduled to work 24 or more hours per week.

Health Insurance: (effective on day one)

- Blue Cross Blue Shield Medical Plans: HMO and PPO Plans with Employer HRA contribution
- Blue Cross Blue Shield Dental
- VSP Vision Plan

Flexible Spending Accounts

- Pre-tax Flexible Spending Account
- Pre-tax Dependent Care Account

Life and Disability Insurance

- Short Term Disability, Long Term Disability, AD&D, 100% Employer paid for employees scheduled to work 32 or more hours per week
- Voluntary Life, Disability, Critical Illness and Accident Insurance

Paid Time Off: Vacation / Holiday / Sick Time

- Vacation time starting at 2 weeks per year
- 6 Sick/Personal days per year
- Up to 40 hours sick time per year for per-diem employees
- 8 paid holidays

Tuition Assistance

- 100% Tuition Reimbursement (after one year of service)

Retirement Plans

- 401(k) Retirement Savings Plan, with 50% match up to 4% deferral (after one year of service)

Training and Professional Development

- On-going Training and Professional Development (including training for CEU credits)
- CPR & First Aid Courses

Additional Benefits

- Employee Assistance Program (EAP)
- Sprint Wireless Discount
- Benefit Hub: Discounts on Shopping and Services
- Group Auto and Home Insurance Discount Program
- Pet Insurance
- BJ's Wholesale Club Discounted Employee Membership
- Fitness Center – including: Cardiovascular and Nautilus Equipment; Group Exercise Classes; Pool and Jacuzzi
- Employee Referral Bonus
- Flexible Work Schedules
- Mandatory Direct Deposit
- Mandatory Flu Vaccination and TB Testing
- Proud to be a totally smoke free environment

Please note that all benefits listed are available to employees based upon specific policy guidelines, hours worked, and eligibility criteria.