

RECOVERY WAYS IDAHO BENEFITS OVERVIEW



Benefits are an important part of overall compensation. We are pleased to offer a comprehensive array of quality benefits to protect your health, your family and your way of life.



HEALTH BENEFITS

MEDICAL | We're proud to offer employees 3 medical plans that provide coverage for illness/injury and enables you and your family to focus on staying well.

DENTAL | We offer a dental plan that helps you maintain your oral health by providing coverage for preventive, basic and major services, along with orthodontia.

VISION | We have a vision plan that covers eye exams, lenses, frames and contact lenses. Retail discounts are also available.

WELLNESS | We offer gym membership options through our Health Provider and a rebate program for completing a health assessment.

HEALTH ADVOCATE | This complimentary concierge service will help you navigate insurance-related billing, claim issues and scheduling appointments with physicians.

DOMESTIC PARTNER COVERAGE | Your family's health and well-being are important to Recovery Ways Idaho; our plans also include coverage for your domestic partner.

EMPLOYEE ASSISTANCE PROGRAM (EAP) | For all of life's challenges, big and small, the EAP is here for you and your family. Reach out for help with family issues, relationships, work life, finances, emotional well-being and more.



FINANCIAL BENEFITS

HEALTH SAVINGS ACCOUNT (HSA) | Set aside tax-free* funds to help you pay for qualified health care expenses now and save for the future.

401(K) | To help you save for retirement, we offer a 401(k) savings plan. You may contribute to your account pre-tax up to the IRS maximum. We also match your contributions at 2%.



EXTRA BENEFITS

PAID TIME OFF (PTO) | Each year, employees receive generous paid time off for vacation, to take care of personal business, recover from illness, or recharge away from work.

COMPANY HOLIDAYS | Active full-time and part-time employees are eligible for 7 company-paid holidays.

PAY PERIODS | Recovery Ways Idaho utilizes bi-weekly pay periods. Our pay dates are every other Friday.

DRESS CODE | We believe in maintaining a creative and constructive workplace where employees wear business casual clothing.

REFERRAL BONUS | Know someone who would make a great addition to our team? We offer a generous referral bonus.