



Benefits Summary

Who We Are

AppHealthCare is a local, district public health agency and federally qualified health center serving Alleghany, Ashe and Watauga Counties in Northwest North Carolina. We are committed to improving the public's health and providing high-quality, compassionate healthcare.

Our Mission, Vision and Core Values

Mission: To promote safe and healthy living, prevent disease, and protect the environment.

Vision: Health for All: Promote. Prevent. Empower.

Core Values:

- Integrity: Honesty. Respect. Trust. Doing the right thing
- Drive: Passion propels our purpose
- Resilience: Thriving in an ever changing environment
- Service: Dedication to all
- Community: Supporting a foundation for unity

For questions or more information, please contact AppHealthCare Human Resources:



(336) 372-5641 x1119



careers@apphealth.com



AppHealthCare.com

Things to Know

The benefit year is from January 1st to December 31st.

Employee paid premiums may be deducted before taxes and applied to gross income under the Section 125 plan.

A change of status for an employee means their percentage worked has changed or one of the following examples: divorce, separation, birth or adoption of a child, loss of coverage under a spouse's plan or death of a spouse.

Paid Employee Benefits

Retirement: Employee contributes 6% of the gross income and there is an employer match to this benefit.

Health Insurance: Offered through the NC State Health Plan. The employee is eligible for insurance the following month after employment at a low cost.

Life Insurance through MetLife: Employees working a minimum of 50% will receive a no cost to the employee life insurance policy valued at \$40,000.

Leave & Holidays

Annual Leave

| Years of Service | Hours Earned Monthly |
|---------------------------------|----------------------|
| Less than 2 years | 8 |
| 2 years but less than 5 years | 9 |
| 5 years but less than 10 years | 11 |
| 10 years but less than 15 years | 13 |
| 15 years but less than 20 years | 15 |
| 20+ years | 17 |

Sick Leave

Full-time employees earn 8 hours of sick leave each month, in addition to annual leave.

Paid Holidays

Twelve paid holidays per the North Carolina Holiday Schedule

Longevity Pay

| Years of Service | % Earned |
|---------------------------------|----------|
| 10 years but less than 15 years | 1.50% |
| 15 years but less than 20 years | 2.25% |
| 20 years but less than 25 years | 3.25% |
| 25+ years | 4.50% |

**Note: Annual and sick leave are prorated for employees who do not work full time.*

Miscellaneous Benefits

Paid Parental Leave: Eight (8) weeks (320 hours) of Paid Parental Leave (PPL) is available for eligible employees who have given birth and four (4) weeks (160 hours) of PPL is available for eligible employees to care for and bond with newborn, recently adopted, fostered or otherwise legally placed child. Employees must be eligible for FMLA to qualify for PPL.

Provider Loan Repayment: Loan repayment is available for qualifying and eligible employees who have student loan debt. This is offered through the NC Office of Rural Health.

Employee Wellness Program: The Employee Wellness program is led by AppHealthCare employees to promote a culture of wellness and work-life balance. Each month, AppHealthCare employees can record their “wellness time activities” to earn comp time.

Discounts at entertainment attractions. Contact Human Resources for additional details.

Voluntary Benefits

AppHealthCare works with Worksite Resources as our broker to offer a variety of voluntary and competitive benefits for employees. For additional information, please contact Human Resources.

MetLife Dental Insurance

MET Vision

MetLife Short Term Disability

MET Supplemental Term Life

TransAmerica Cancer

MET Accident

MET Critical Illness

TransElite Life Insurance

Clarity Flexible Spending Account

U.S. Legal and ID Theft Insurance

MET Pet Insurance

401k (Prudential)

401k Roth IRA (Prudential)

401k Loan Repayment (Prudential)

457b (Nationwide)

NC College Savings Plan

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