

Dancing Bear Lodge & Appalachian Bistro and Apple Valley Mountain Village Benefits Package May 2021

We are pleased to offer a comprehensive benefits package for our Dancing Bear Lodge & Appalachian Bistro and Apple Valley Mountain Village team.

Most benefits are for full time employees, but we do have offerings for our part time folks too! Full time is defined as working an average of 36 hours or more per week for 6 consecutive months.

Retirement Planning

Our 401K plan is a Retirement account, not a traditional “savings” account. Employees are invited to contribute any amount they choose. ***We will match each dollar contributed by you with 25 cents! That's an automatic 25% gain on each dollar you save!***

The company will pay all administrative fees for maintaining the 401K plan. See Bonnie Hannum for more information, sign up forms, and investing options from our 3rd party administrator.

Health Insurance

Any full-time employee accepted into our Humana plan will now be eligible for 50% single premium benefit paid by the company. Please note that the lowest tier is (more or less) a catastrophic coverage policy, but there are other tiers to choose from. The company will pay 50% of the premium cost for the employee only. Additional family member costs do not apply.

Paid Vacation

For full time people, you will be awarded one week of paid vacation on the anniversary of your first full year, and each subsequent year of full time employment. After five years of full time employment a second week of paid vacation will be awarded. Bonnie and her team will administer this as well!

A note from Mark and Sharon Oldham, our Proprietors

“It’s been Sharon’s and my goal since coming here to Townsend to gradually invest more in the area and that includes investing in our employees and team members with better benefits and higher pay. This is only possible as the company. Please continue to Create Smoky Mountain Memories Worth Sharing and Repeating for All Guests—they are the ones that pay our paychecks!”

Benefit Terms and eligibility

1. 401K – Any employee working an average of **19.5 hours per week** or more who has reached their one year anniversary with the company may sign up for retirement planning. You may choose a traditional plan or a Roth IRA. We offer a generous 25% match, vested after four years. The vestment schedule is below:

Year 1 – 25%

Year 2 - 50%

Year 3 – 75%

Year 4 – 100% vested

The maximum yearly employee contribution allowed by law is 19,000.00.

2. Health and Dental Insurance – We are pleased to introduce Humana insurance coverage in 2020 ! Any full time employee (**36 hours per week for a three month period of time**) who has reached 90 days of service (or current employees who have been with us greater than 90 days) is eligible to sign up for health insurance. The company will pay for 50% of the employee’s premium. Any spouse or family coverage would be the full responsibility of the employee. We also offer dental coverage through Blue Cross / Blue Shield. See the following page for policy offerings and rates.

For Part Time Employees (**less than 36 hours per week**) we do offer a supplemental group policy through AFLAC. Offerings include short term disability, accident, cancer, critical care, prescription, dental and vision coverage. FREE “Tele Doc” Doctor on Demand program too! Charges only apply for usage.

3. Paid Vacation – Full time employees (**average of 36 hours per week or more**) will earn a week of paid vacation on the anniversary of their hire date. The amount paid is based on an average of worked hours over the previous year. We respectfully ask that vacation time is taken outside of busy seasons (June, July, October, and weeks that contain a major holiday). Vacation time off is to be approved of by your department manager.

GOLD	4/1/2021-3/31/2022
Medical	Humana Renewal
Deductible:	\$2,000
Max out Pocket:	\$4,000
Coinsurance:	100%
Office Visit:	\$35/\$90
Prescription:	\$10/\$40/\$75/25%
Preventative	100%
Coverage	Total Monthly Rates
Employee Only	\$566.27
Employee/Spouse	\$1,245.80
Employee/Child	\$1,075.91
Family	\$1,698.81
<i>Employee Only monthly</i>	283.14
<i>Employee Per PayPeriod</i>	141.57
SILVER	
Medical	Humana Renewal
Deductible:	\$4,500
Max out Pocket:	\$7,900
Coinsurance:	80%
Office Visit:	\$45/\$100
Prescription:	\$5/\$20/\$50/\$100/\$500
Preventative	100%
Coverage	Total Monthly Rates
Employee Only	\$470.72
Employee/Spouse	\$1,035.59
Employee/Child	\$894.37
Family	\$1,412.16
<i>Employee Only monthly</i>	235.36
<i>Employee Per PayPeriod</i>	117.68
Vision	Humana Renewal
Exam Copay	\$10
Materials Copay	\$15
Frame Allowance	\$130
Frequency	12 months
Coverage	Total Monthly
Employee Only	\$6.32
Employee/Spouse	\$12.64
Employee/Child	\$12.00
Family	\$18.86
<i>Employee Only monthly</i>	6.32
<i>Employee Per PayPeriod</i>	3.16
Dental	Humana Renewal
Deductible:	\$25
Annual Max	\$2,000
Coinsurance:	100%/80%/50%
Ortho:	\$1,500
Preventative	100%
Coverage	Total Monthly Rates
Employee Only	\$32.95
Employee/Spouse	\$65.91
Employee/Child	\$92.12
Family	\$127.33
<i>Employee Only monthly</i>	32.95
<i>Employee Per PayPeriod</i>	16.48