

2025 Benefits At A Glance

Hawaii Full-time Office Employees



Benefits Overview

BAYADA offers a comprehensive benefits plan designed to meet the needs of our employees.

Vacation

After 90 days of service, you will accrue vacation time at the rate of 2.31 hours per week (15 days per year). After 5 years of full-time service, you will accrue 3.08 hours per week (20 days per year). Vacation hours are capped at 160 hours.

Sick time

After 90 days of service, you will accrue sick time at the rate of 1.54 hours per week (10 days per year) up to 80 hours.

Holidays

You will be paid for 10 holidays, which includes 4 floating holidays, one of which will be earned on your 1-year anniversary, and then each January thereafter.

Health insurance, dental, and vision plans

Employees are newly eligible the first of the following month after working at BAYADA for 4 consecutive weeks with 20 or more hours each week. If an eligible employee does not enroll during the newly eligible period, the employee must wait for the next open enrollment period or experience a Qualifying Life Event (QLE). An employee must continue to work 80 or more hours each month to maintain eligibility. If an employee does not work more than 80 hours, the employee will lose coverage at the end of the month.

Retirement benefits

Eligibility to participate in the 401(k) starts on your date of hire and you can enroll after receiving your first BAYADA paycheck. You can contribute to the 401(k) on a pre-tax and/or after-tax (Roth) basis up to the IRS annual maximum. You may be eligible for a discretionary employer match after meeting age and service requirements (excluding catch-up contributions). For more information, visit bayada.com/benefits/find-benefits/retirement-plans.

Tuition reimbursement

You will become eligible upon the completion of 6 months of service.

Hawaii state disability, short-term and long-term disability

You are covered under the state disability plan. To be eligible, you must have at least 14 weeks of Hawaii employment in which you were paid for 20 hours or more, earned no less than \$400 in the 52 weeks preceding the first day of disability, and are currently employed. After three years of full-time office employment, full-time office employees are eligible for long-term disability. You may also purchase additional short-term disability coverage through The Hartford

Life insurance

You will become eligible after 90 days of service for \$15,000 basic life and can purchase up to an additional \$300,000 of optional life insurance.

Flexible Spending Account (FSA)

You will become eligible to open a dependent care and/or medical flexible spending account after 90 days of service. You must enroll each year to maintain an FSA.

Voluntary accidental life, critical illness, and hospital indemnity

You will become eligible after 90 days of service and will receive notification of enrollment process.

Direct deposit

You have the option to directly deposit your weekly paycheck. You may choose to split the check into up to three accounts (checking, savings or a combination of each). This service is available to all employees at time of hire (no waiting period).

Online earnings statement

All employees will have 24 / 7 access to view their earnings statements online by visiting home.bayada.com.

Identity Theft Protection

BAYADA has partnered with IdentityForce to sponsor identity protection for group-eligible employees. Each year, millions of people have their identity stolen. That's why it's more important than ever to be protected.

Public Service Loan Forgiveness partner

Public Service Loan Forgiveness (PSLF) is a federal program administered by the US Department of Education, which allows full-time employees of qualifying nonprofit employers to have the remaining balance of their Federal Direct student loans forgiven after making 120 (10 years) qualifying monthly payments under a qualifying repayment plan. Nonprofit entities of BAYADA are qualifying employers. For more information, view the Public Service Loan Forgiveness section under bayada.com/benefits/find-benefits/additional-benefits.

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MEDICAL – HMSA and Kaiser

Your medical plans will be offered through Kaiser Permanente and HMSA. The Kaiser HMO plan offers low copays for both a primary care physician office visit as well as a specialist office visit. The HMSA PPO network offers discounted rates with groups of “in-network” medical providers.

	HMSA PPO Plan		Kaiser Permanente HMO Plan
	In-Network	Out-of-Network	In-Network Only
PLAN FEATURES			
Annual Deductible (Individual/Family)	Embedded	\$350 / \$1,050	None
Annual Out-of-Pocket Maximum (Individual/Family)	Embedded	\$3,000 / \$9,000	\$2,500 / \$7,500
YOUR COSTS FOR CARE			
Coinsurance		20%*	N/A
Preventive Care	No cost	Covered up to the HMSA allowed amount	No cost
Primary Care Physician (PCP) Office visit & Telemedicine	\$17 copay*	\$17 copay* Covered up to the HMSA allowed amount	\$15 copay for adults 18+ \$0 copay for children through 17
Specialist Visit Office Visit & Telemedicine	\$17 copay*	\$17 copay* Covered up to the HMSA allowed amount	\$15 copay for adults 18+ \$0 copay for children through 17
Urgent Care	\$17 copay*	\$17 copay*	\$15 copay per visit
Emergency Room		20%*	\$75 copay per day

* After deductible

PHARMACY – HMSA and Kaiser

Prescription drug coverage through HMSA and Kaiser is included with all of our medical plans. You can also purchase a 90-day supply through HMSA or Kaiser mail order pharmacy. Review the chart for the amount you will pay for a 30-day supply of the prescription drug category listed. Your medical ID card will also include information on your prescription drug coverage.

	HMSA PPO Plan		Kaiser Permanente HMO Plan
	In-Network	Out-of-Network	In-Network Only
RETAIL 30-DAY SUPPLY			
Generic	\$7	\$7 + 20% Coinsurance	Generic Maintenance: \$3 Other Generic: \$10
Preferred Brand	\$30	\$30 + 20% Coinsurance	\$45
Non-preferred Brand	\$30 + \$45 (other brand name cost share)	\$30 + 20% Coinsurance + \$45 (other name brand cost share)	\$45
Specialty	\$100	Not Covered	\$200
MAIL ORDER 90-DAY SUPPLY			
Generic	\$11	Not Covered	2x Retail for 90-day supply
Preferred Brand	\$65		
Non-preferred Brand	\$200		

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DENTAL – HMSA and Kaiser

BAYADA offers two dental plans through HMSA and Kaiser Permanente. Premiums for coverage are deducted from your paycheck.

	HMSA	Kaiser
Annual Maximum Per Person	\$1,500	\$1,200
Preventive and Diagnostic		
Examinations and Cleanings	100% twice per year	100% twice per year
Bitewing x-rays	100% twice per year	100% twice per year
Fluoride (ages 18 and younger)	100% twice per year	100% twice per year
Space maintainers	70% age 13 and under	70% through age 17
Other x-rays	70%	70%
Other Services		
Endodontics	70%	70%
Periodontics	70%	70%
Prosthodontics	50%	50%
Roll over Amount	Up to \$5,000 (max accumulation \$1,250)	N/A

VISION – EyeMed

Vision coverage is available to you through EyeMed. Premiums for coverage are deducted from your paycheck.

	Member Cost In-Network*
Eye Exam (Once every 12 months)	\$10 copay
Lenses (Once Every 12 Months)	
Single	\$15 copay
Bifocal	\$15 copay
Trifocal	\$15 copay
Frames (Once every 24 months)***	Up to \$150 allowance plus 20% off any amount above \$130
Contact Lenses*** (Once every 12 months)	
Medically Necessary	Covered in full
Elective	Up to \$130 allowance plus 15% off any amount above allowance

For a full outline of benefit offerings, please refer to your Benefit Guide, Policy Documents, or contact your Benefits team.

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DISABILITY – *MetLife, Hawaii State and The Hartford*

BAYADA provides Short-Term Disability (STD) and Long-Term Disability (LTD) coverage through MetLife at no cost to you. You are eligible for the Hawaii State Disability if you have at least 14 weeks of Hawaii employment in which you were paid for 20 hours or more, earned no less than \$400 in the 52 weeks preceding the first day of disability, and are currently employed. You may purchase STD coverage through The Hartford while you meet your waiting period for coverage with MetLife. You have the choice of two disability plans. Premiums for coverage are deducted from your paycheck

LIFE AND AD&D – *MetLife*

The Basic Life and AD&D plan provides a benefit in the event of your death, dismemberment or paralysis. This benefit is sponsored by BAYADA, so you will automatically be enrolled at no cost to you. Your coverage will be a fixed amount of \$15,000.

SUPPLEMENTAL LIFE – *MetLife*

You may purchase additional life insurance at group rates:

- Available in increments of \$10,000 up to \$300,000
- You pay the full cost of this plan and the amount deducted depends on the age of the employee and the amount of coverage elected
- If you do not elect this coverage when first becoming eligible you are subject to medical underwriting by the carrier

For a full outline of benefit offerings, please refer to your Benefit Guide, Policy Documents, or contact your Benefits team.

MetLife Benefits

Short-Term Disability	<p>You will become eligible to enroll after completing the waiting period of 1 year</p> <p>85% of your weekly pre-disability earnings up to a maximum of \$1,055 per week.</p> <p>Benefits begin on the 15th calendar day of disability and is payable for a maximum of 26 weeks</p>
Long-Term Disability	<p>You will become eligible to enroll after completing the waiting period of 3 year</p> <p>60% of your weekly pre-disability earnings up to a maximum of \$5,000 per month. If your monthly earnings exceed \$8,333, your LTD benefit will be limited to this maximum.</p> <p>Benefits begin after 180 calendar days of disability and is payable to the Social Security Normal Retirement Age</p>

Hawaii State Disability

Benefit Amount	58% of average weekly wages up to a maximum of \$650 per week
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The Hartford Benefits

The Hartford Benefits		Option 1	Option 2
Benefit Amount	You may choose your weekly benefit. Benefits are in \$100 increments, not to exceed 60% of your weekly earnings	\$300 - \$1,400	\$300 - \$1,400
Benefit Starts	You may choose when you want your benefit to start	Day 8	Day 15
Benefit Duration	You may choose how long you want to receive your benefit	26 weeks	52 weeks