**COMPENSATION**

Immanuel is Here for You, our employees, as well as our seniors.  In recognition of the compassion and service being lived out on the front lines of our Centers and Communities each day, Immanuel has implemented some unique pay plans that reflect our appreciation for our employees and the work they do to care for our seniors.

**Compassion Pay**

We understand that these are ever-changing and challenging times.  To recognize and reward employees during this time period, we created Compassion Pay to provide our employees with additional compensation each pay period.

**Hero Pay**

The realization of potentially needing to care for a senior with COVID-19 can be unsettling. If an employee finds themselves needing to care for a senior with COVID-19, we will provide them with Hero Pay, which is additional compensation similar to “hazard pay”.

**Quarantine Pay**

We don’t want our employees to fear being unable to work if they are quarantined.  At a time where our employee’s health and safety is priority, they will continue to be paid their full wage for up to two weeks if they are quarantined.

**ENHANCED BENEFITS PROGRAMS**

During this unprecedented time and due to some of the changes from the COVID-19 CARES Act, Immanuel has enhanced its benefit plans.

**Free Meals**

One way for us to care for you while you are working is to provide meals free of charge. Please be sure to take time to nourish yourself and stay strong during this busy time.

**Health Care**

Immanuel has waived cost share for COVID related expenses under the Immanuel health insurance plan until 12-31-2020. Additionally, there has been waived cost on Telemedicine copays for any health reason through 12-31-2020.

**Retirement 401(k)**

Immanuel has expanded financial resources that are available through our employer 401(k) plan. Plan members that are experiencing a financial hardship due to COVID-19 are eligible to explore these additional loan and withdrawal options.

**Employee Assistance Program**

Best Care EAP counseling sessions have all be transitioned to be facilitated via phone or online. This benefit is free for Immanuel Employees and their dependents.

**Helping Hands**

If you encounter a hardship situation Immanuel is here to help. Immanuel’s Helping Hands program has PTO assistance and monetary assistance for employees who are experiencing a financial hardship. Additionally, the program tries to connect employees with other community resources.