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## Benefits Guide

Join Family of Caring and get the support  
you need to build the career of your dreams.

[www.familyofcaring.com](http://www.familyofcaring.com)

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ABOUT FAMILY OF CARING

# Welcome to the Family...

Building on strong roots of healthcare excellence, Family of Caring is a leading provider of short-term and long-term post-hospital rehabilitation and specialty care.

*“ From the time we opened our doors, we have seen much growth within Family of Caring, and we are grateful to our talented team. Each day I am humbled to work with such dedicated caregivers, and I will continue our efforts in providing you with resources that will help elevate you and your career. Each employee is special, and it is our mission to give you the same great care and concern that you provide to our residents. We welcome you to our family! ”*

**Nathan Friedman**  
Owner and President



*“ What makes our company special are the people. All of us, the Friedmans, the Corporate Team, and the Administrators work to make FOC a special place for you, the employees. Family of Caring is truly a family and everyone who works with us or comes to our facility as a resident feels it. From theme/dress day Fridays, to acknowledging milestones of the staff and residents, there is always something to be celebrated at FOC. We strive to ensure everyone has shared values, attitudes, behaviors, and standards that make our work environment second to none. It is a privilege to be part of this family filled with integrity, warmth, and fun.”*

**Mirlana Morris**  
Co-President and COO



## Many Facilities, Same Great Care

Our 10 unique healthcare facilities throughout New Jersey provide a comprehensive range of services. From admission to discharge, our family approach is evident in all phases of the client experience. Treatment-focused and goal-oriented, our process results in outstanding clinical outcomes and a swift return to independence for our clients.

## A Reputation for Excellence

Family of Caring strives to go beyond the minimum requirements and provide clients with excellent care in a high quality environment. In addition to our history of multiple deficiency-free NJ State Department of Health and Senior Services surveys, we consistently perform to their standards.

Our team is dedicated to ensuring each individual achieves superior clinical outcomes with a speedy return to health and home. Come join us and we can make a difference together in the lives of our clients.



*“Working here simply  
does not feel like  
‘work.’ I am very  
grateful to be a part  
of this family!”*

**Abegail**  
Occupational Therapist



*“The best care for every client,  
every time. That’s what  
Family of Caring is all about.”*



OUR MISSION, VISION AND VALUES

**Caring for others is more than a job, it's a calling.**



At Family of Caring, we believe providing excellence in care for our clients means first providing excellence in care for our team. In addition to competitive compensation and top-tier benefits packages, we encourage work-life balance and strive to provide our team with the tools to achieve career growth and accomplishment.

## Our Mission

- To work together as a family to provide the best care along with comprehensive clinical services in order to fulfill each individual's needs.
- To provide support and encouragement to our community, its members and those in need of our services through our network of professionals.
- To encourage independence and empowerment for those in our care, in order for each person to reach their goals and the feeling of accomplishment.
- To enlighten others about the positive aspects of the aging process and educate on age-related issues.
- To provide a place where people can come to work with a team spirit toward helping others.
- Family of Caring is an Equal Opportunity Employer.

*“Administration and Management have always been very good to me throughout the years I have been here.”*

**Michael**  
Housekeeping




EMPLOYEE HEALTHCARE COVERAGE

# Coverage You Can Count On

At Family of Caring, we take care of our own. Take your pick from industry-leading health benefits including medical, dental, and vision.

## Medical Benefits at a Glance

 Choose from 3 plans, including one with **no deductible**.

	Silver In-Network Deductible: \$2500	Gold In-Network Deductible: \$1000	Platinum In-Network Deductible: \$0	Additional Benefits Information
Single 	✓	✓	✓	Physician visit copays \$30/\$20/\$15
EE + Spouse 	✓	✓	✓	Pharmacy copays \$5
EE + Children 	✓	✓	✓	Employee contributions are pre-tax payroll deductions
Family 	✓	✓	✓	Many preventative screenings covered 100%

1. Eligible for employees working 30 or more hours per week and their dependents. Coverage effective the 1st of the month following 60 days of employment.







## Additional Benefits Information

 For more information, contact your HR Coordinator.

<p><b>Dentemax Dental Benefits</b></p> <ul style="list-style-type: none"><li>✓ Annual max \$2,000</li><li>✓ Co-Insurance Rates<ul style="list-style-type: none"><li>Preventative: 100%</li><li>Basic: 80%</li><li>Major: 50%</li></ul></li></ul>	<p><b>VSP Vision Care</b></p> <ul style="list-style-type: none"><li>✓ Yearly allowance for a wide selection of frames, lenses and lens exam</li><li>✓ Great discounts on frames with VSP providers</li></ul>	<p><b>Colonial Life</b> (additional benefits available)</p> <ul style="list-style-type: none"><li>✓ Disability</li><li>✓ Life</li><li>✓ Accident</li><li>✓ Hospital Indemnity</li></ul>
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## Dental & Vision Benefits at a Glance

Per pay period

	<b>Dental</b> In-Network Deductible: \$50	<b>Vision</b> Lenses: \$25 copy Frames: \$130 Allowance + 20% on balance
<b>Single</b> 	✓	✓
<b>EE + Spouse</b> 	✓	✓
<b>EE + Children</b> 	✓	✓
<b>Family</b> 	✓	✓

EMPLOYEE HEALTHCARE COVERAGE

# Flex Your Healthcare Spending

Enroll in the Family of Caring Medical Flexible Spending Account (FSA) or Dependent FSA and save big bucks on medical costs.



Set aside pre-tax dollars to pay for eligible medical, dental, and vision expenses. Swipe your **Flex Facts debit card** to pay or use personal funds eligible for reimbursement.

## Medical FSA

Pays for:

✓ Copays, deductibles, coinsurance	✓ Prescriptions and OTC meds
✓ Vision exams, glasses, contacts, laser vision correction	✓ Annual election amount up to \$2,000/employee
✓ Hospital charges	✓ Deducted equally each pay period
✓ Dental and orthodontia	✓ Monitor contributions with Flex Facts app
✓ Physical therapy and chiropractic	✓ Enjoy a 30% tax savings on annual contributions, up to \$910 per year!
✓ Doctor office visits, lab work, X-rays	✓ And more!
✓ Medical supplies and first aid kits	



Save up to **\$910** on medical expenses annually

*“The care of the staff – they are attentive – it’s not just a job it’s more of a family.”*

**Nicole**  
Occupational Therapist

## Dependent Care FSA

### Pays for:

- |                                                                                                                |                                             |
|----------------------------------------------------------------------------------------------------------------|---------------------------------------------|
| ✓ Daycare and babysitters                                                                                      | ✓ Before/after school care                  |
| ✓ Late pick-up fees                                                                                            | ✓ Custodial care for adult dependants       |
| ✓ Summer camps                                                                                                 | ✓ Annual election up to \$5,000/family      |
| ✓ Deducted equally each pay period                                                                             | ✓ Monitor contributions with Flex Facts app |
| ✓ Qualifying dependants: children under 13 and relatives who are physically or mentally incapable of self care | ✓ And more!                                 |



Save up to **\$1500** on dependent care expenses annually

## 401K & RETIREMENT PLANNING

# Invest in Your Future

**The future is right around the corner.**

Start saving now with FOC's employee 401K and enjoy these great benefits:

- |                                                                   |                                                             |
|-------------------------------------------------------------------|-------------------------------------------------------------|
| ✓ 24/7 Customer support by phone or online                        | ✓ Monitor retirement investments with the Voya app          |
| ✓ Automatic payroll contributions (after determination of amount) | ✓ Investment account management (additional fees may apply) |
| ✓ Tax-deferred savings                                            |                                                             |

*“The atmosphere at Dellridge feels like being part of a family where each employee is valued. It truly lives up to its name.”*

**Mei**  
MDS Coordinator





## EMPLOYEE PERKS

# Perks that Work

Get employee discounts, tuition reimbursement and more.

## Employee Discount Program

Family of Caring employees are eligible for discounts at lots of local businesses. Here are a few participating New Jersey businesses:

- ✓ Farmhouse Restaurant, Cresskill
- ✓ Salad House, Engelwood
- ✓ Beau Mode Salon & Spa, Engelwood
- ✓ Perfect Pita, Fair Lawn
- ✓ NJ Bergen Florists, Fair Lawn
- ✓ Holiday Bowl, Oakland
- ✓ El Tajin, New Milford
- ✓ Goldberg's Bagels, New Milford
- ✓ Ridgewood Bootery, Ridgewood
- ✓ Regina's Steakhouse, Teaneck
- ✓ Lisa's Pizza, Tenafly
- ✓ Mel's Butcher Box, Tenafly

## Meal Perk

Helping others is hard work! Family of Caring employees get one daily hot meal at no cost. Grab a bite and take a breather with your teammates, on us.

## Continuing Education

Build skills that boost your value to employers. Family of Caring employees have opportunities to take CPR, Professional Development seminars, clinical workshops and more, year round.

## Tuition Reimbursement

Knowledge is power! Head back to the classroom and we'll help cover the cost. Full-time employees get **\$600 per semester, \$1,200 per year** for class tuition.

## UNDERSTANDING YOUR WAGES

# Manage Your Money

Make sense of your dollars with Family of Caring's transparent approach to employee finances.



All employees have access to the **Viventium paycheck app** with tons of great features to help you manage your money.

## Paycheck Detail View

From your mobile device, access your:

- ✓ Paycheck snapshot
- ✓ Earning history
- ✓ Downloadable pay stub
- ✓ W-2 information

## Direct Deposit

- ✓ Get your money directly in your bank account, as soon as possible

## Greater Alliance Federal Credit Union

- ✓ Receive debt and financial guidance, and a range of other financial resources

## Paycheck Calculator

- ✓ Calculate take-home pay after deductions
- ✓ Does your hourly pay rate change? You'll know exactly how much you earn with up to 6 different hourly pay rates
- ✓ Calculate gross pay pre-deductions

## W-4 Assistant

- ✓ Your step-by-step guide for filling out your W-4
- ✓ Figure out how much is withheld for federal, state, and local taxes
- ✓ Print your W-4 to give to your payroll administrator

## Bonus Calculator

- ✓ A special calculator for supplemental tax rates on bonus wages
- ✓ Bonus tax rates vary by state, so this calculator is compliant with New Jersey's specific bonus tax rates

## PAID TIME OFF

# Take a Break

Take some time off – you deserve it.  
At Family of Caring, full-time employees enjoy several paid time off (PTO) days per year.  
Contact your HR Coordinator for more details.

**Get the flexibility you need for the vacation you deserve.**

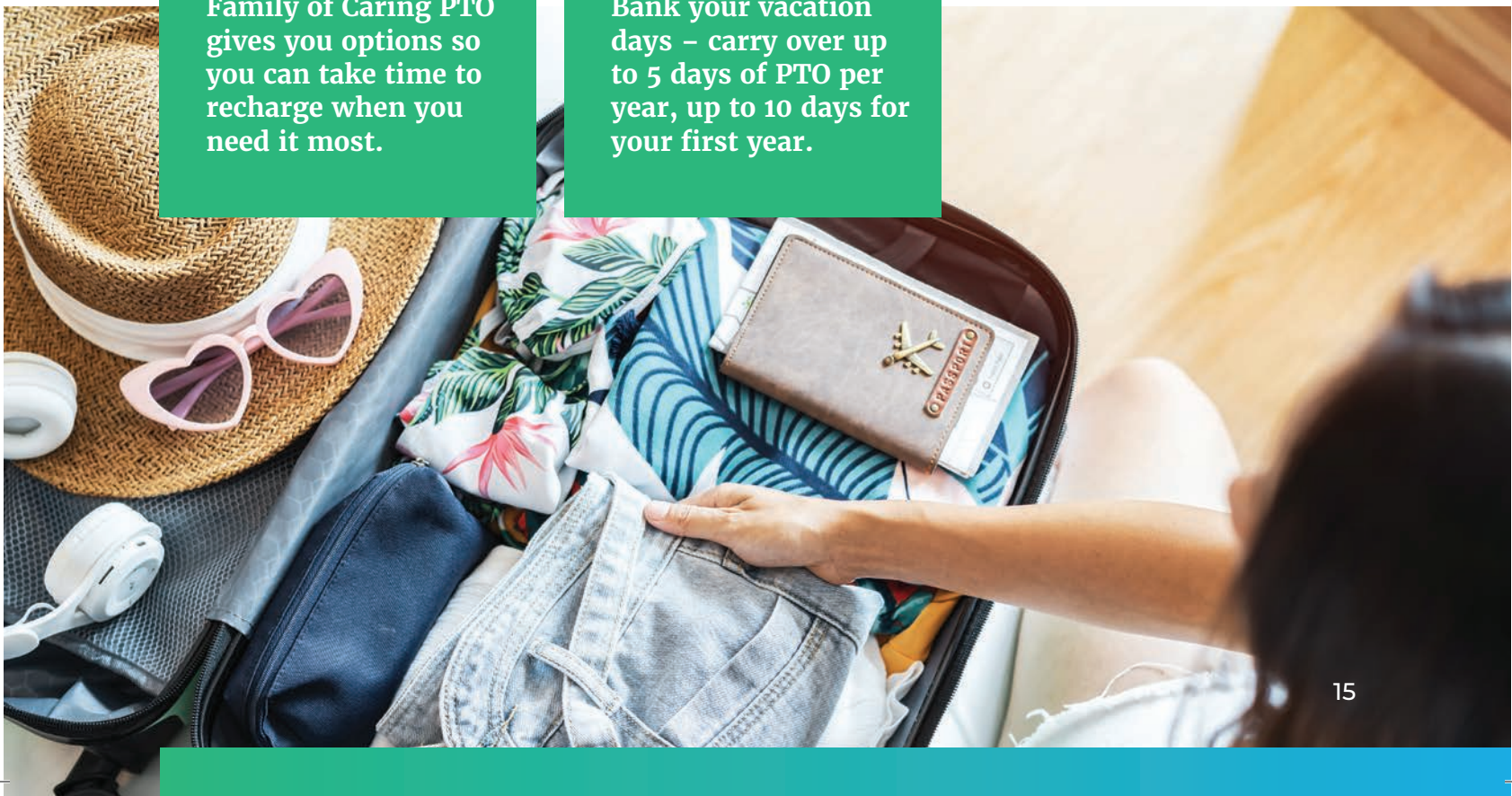
We value our employees and recognize each individual's need for work-life balance.



Family of Caring PTO gives you options so you can take time to recharge when you need it most.



Bank your vacation days – carry over up to 5 days of PTO per year, up to 10 days for your first year.



## WARDROBE BENEFITS

# Dress for Success

At Family of Caring, full-time and part-time employees enjoy free wardrobe perks (if required).



Feeling your best means looking your best.  
**Get free uniform tops**, courtesy of Family of Caring.



Full-time employees receive 2 uniform tops after 60 days.



Part-time employees receive 1 uniform top after 60 days.



Get additional uniforms every six months.



REFERRAL PROGRAM

# Referral Program

Refer a qualified CNA or Nurse friend and earn a cash bonus! They'll earn a sign-on bonus too. It's a win-win!



Take advantage of our **employee referral program** to welcome a friend (or two!) to the family.



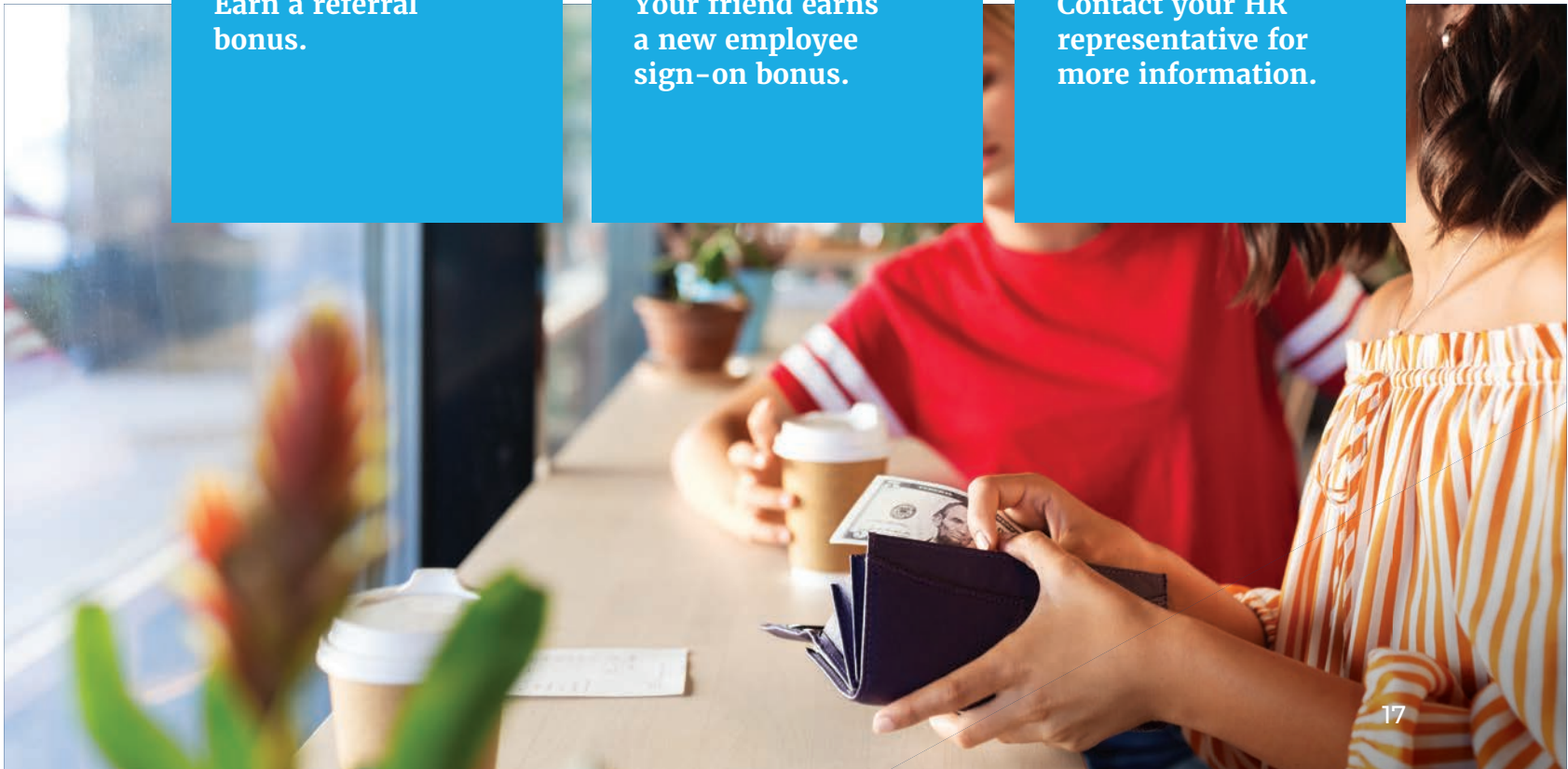
Earn a referral bonus.



Your friend earns a new employee sign-on bonus.



Contact your HR representative for more information.



VISIT US

# Locations

**Each Family of Caring center has a unique character. Visit one of our locations to witness the difference our family's personal touch makes.**

## **Advanced Subacute Rehabilitation Center**

685 Salina Road  
Sewell, NJ 08080  
**Phone:** 856-468-2500  
**E-mail:** [businessoffice@advancedsubacute.com](mailto:businessoffice@advancedsubacute.com)

## **Barnert Subacute Rehabilitation Center**

680 Broadway | 3rd Floor  
Paterson, NJ 07514  
**Phone:** 973-754-0999  
**E-mail:** [hrcoord4@familyofcaring.com](mailto:hrcoord4@familyofcaring.com)

## **Dellridge Health & Rehabilitation Center**

532 Farview Avenue  
Paramus, NJ 07652  
**Phone:** 201-265-5600  
**E-mail:** [hrcoord@familyofcaring.com](mailto:hrcoord@familyofcaring.com)

## **Family of Caring at Montclair**

42 North Mountain Avenue  
Montclair, NJ 07042  
**Phone:** 973-783-9400  
**E-mail:** [hrcoord2@familyofcaring.com](mailto:hrcoord2@familyofcaring.com)

## **Family of Caring at Park Ridge**

124 Noyes Drive  
Park Ridge, NJ 07656  
**Phone:** 201-505-1777  
**E-mail:** [hrcoord5@familyofcaring.com](mailto:hrcoord5@familyofcaring.com)

## **Family of Caring at Ridgewood**

304 S. Van Dien Avenue  
Ridgewood, NJ 07450  
**Phone:** 201-445-8200  
**E-mail:** [hrcoord2@familyofcaring.com](mailto:hrcoord2@familyofcaring.com)

## **Family of Caring at Teaneck**

1104 Teaneck Road  
Teaneck, NJ 07666  
**Phone:** 201-833-2400  
**E-mail:** [businessoffice@familyofcaring-tnk.com](mailto:businessoffice@familyofcaring-tnk.com)

## **Family of Caring at Tenaflly**

133 County Road  
Tenaflly, NJ 07670  
**Phone:** 201-567-7800  
**E-mail:** [hrcoord6@familyofcaring.com](mailto:hrcoord6@familyofcaring.com)

## **Residence at Park Ridge**

124 Noyes Drive  
Park Ridge, NJ 07656  
**Phone:** 201-782-0440  
**E-mail:** [hrcoord5@familyofcaring.com](mailto:hrcoord5@familyofcaring.com)

## **Woodcliff Lake Health & Rehabilitation Center**

555 Chestnut Ridge Road  
Woodcliff Lake, NJ 07677  
**Phone:** 201-391-0900  
**E-mail:** [businessoffice@wlhealthandrehab.com](mailto:businessoffice@wlhealthandrehab.com)



CONTACT US

# Questions?

We've got you covered.  
Contact the Family of Caring  
HR team today to learn more  
about our benefits.

Phone: 877-750-HEAL

Email: [foc@familyofcaring.com](mailto:foc@familyofcaring.com)

Website: [familyofcaring.com](http://familyofcaring.com)

Find Family of Caring Health Care System on:





**FAMILY OF CARING**  
HEALTHCARE SYSTEM