



Zinnia Wellness is a thriving company that cares for its team, offering flexible work schedules, a robust benefits package, competitive pay, and management that works with you, not against you. Here at Zinnia, we know the better you are cared for, the easier it is to provide excellent care, every day, for every patient. Below is a detailed list of the high-quality benefits Zinnia currently offers. If you have any questions, please don't hesitate to reach out to your friendly HR Manager: swillier@zinniawellness.com

AFLAC

At 30 days: If 19+ hours (averaged) per week

At 30 days we will check and see if you are averaging 19 hours or more a week. If so, you will be eligible for AFLAC. About a week before you reach your 30-day mark we will send you a letter letting you know that you are now eligible, and we will let our AFLAC Representative know that you are eligible and give them your information. The AFLAC Rep will then give you a call and go over the supplemental benefits being made available to you. If you sign up for AFLAC through them then they will send us an email to let us know what benefits you have signed up for. We will then send that information over to the payroll department. Payroll will then begin taking deductions from your paycheck to cover your AFLAC supplemental insurance.

401K (IRA)

At 30 days: all employees are eligible

Here is an excellent way to grow your money for retirement. At pre-Onboarding you will fill out a form offering participation in our 401K retirement savings account. The form from Principal will ask what percentage you would like to contribute to your 401K, or you can decline this benefit altogether. At 30 days new employees are enrolled into the 401K database, regardless of participation. If later you decide to participate, your contribution will start to be deducted from your paycheck 3 weeks after you enroll. Everyone who participates will get a weekly email letting them know that a contribution has been made on their behalf. You will also have access to the Principal 401K website to watch your savings grow!

(Fully Paid Employee Dental & Vision through Principal)

At 90 days: If 29+hours (averaged) per week

At 90 days of full-time employment (averaging 29 hours or more per week) you may opt for employer-paid Dental and Vision insurance, or at your expense you may add a spouse, and/or children. Choose whichever plan best suits your needs. We will send your signed enrollment form to Principal and as applicable send your deduction information over to payroll.



Life Insurance

At 90 days: If 29+ hours (averaged) per week

At pre-Onboarding you will fill out a life insurance form with beneficiary information. If you are working an average of 30+ hours, then at 90 days you will automatically be enrolled in our employer-paid Life insurance through “The Standard” insurance company. This life insurance is free for you, and it pays your beneficiary \$25,000 should you pass, or \$40,000 if you pass at work. You must remain at 29 hours + per week (averaged) to keep this benefit.

Verizon Discount

At first paycheck: all employees are eligible

Zinnia Wellness has partnered with Verizon (the primary cellular carrier in our area) to give Zinnia Wellness employees a 15% discount on their personal Verizon bills. To apply, simply submit a paystub through your MyVerizon App showing you work for Zinnia Wellness, Inc.

To answer any questions you may have, for directions how to submit your paystub, and helpful links, go here:

<https://www.verizon.com/support/how-to-use-discount-registration/>

Likewise, Verizon offers discount plans for Nurses/ CNAs. To learn more about these discounts, go here:

https://www.verizon.com/featured/nurses/?adobe_mc=MCMID%3D59823911030646033540158635210605428649%7CMCORID%3D843F02BE53271A1A0A490D4C%2540AdobeOrg%7CTS%3D1609171972&mboxSession=8f2094daaa084f659561c731d15c1560

Elsevier Continuing Education

At Hire: all employees are eligible

All Home Health Employees in Tennessee are required to complete ongoing education. Zinnia Wellness has partnered with Elsevier, a nationally recognized Nursing Education Organization. At pre-Onboarding you will be required to take a knowledge-based test to see if you have the ability to safely provide patient care. This adaptive test will highlight your strengths and weaknesses and suggest ongoing educational needs. Upon completion of the knowledge test, you can move on to the recommended continuing education courses, or you may take one of the hundreds of other CEU courses available to you in the program.



Flexible Scheduling and Online/ Mobile Schedule Access

At Hire: all employees are eligible

It should not be overlooked that Zinnia Wellness tries to work with all employees on a versatile schedule, matching employee needs with patient requests for care. Very few employers are able to adapt to your needs like Zinnia Wellness does. We work to be as flexible as your circumstances require. At pre-Onboarding you will fill out a form indicating what schedule you are available for, and we will work to offer you shifts that fit. After this, you are able to log in, view your upcoming schedules, request time off, and communicate with Scheduling Staff, all from your Phone or Desktop.

Convenient Nurse Aide Certification Renewal

At Hire: all Certified Nurse Aides are eligible

Working for Zinnia Wellness also carries various benefits that might not be apparent at first. An example of this is that all CNAs are required to renew their Certification with the Tennessee Board of Nursing every 2 years. Here at Zinnia, we do that for you! Zinnia keeps track of your Certification renewal date and sends off the necessary documentation and notarized forms so you never have to worry about being surprised by an expired certification. Also we can assist those coming from other compact States to navigate the Tennessee Certification process for incoming residents.

Nurse and Nurse Aide Personal Liability Coordination

At Hire: all Nurses and Certified Nurse Aides are eligible

You spend your days helping people when they're most at risk. Now we can help make sure you're not at risk. Protect yourself and your career with NSO malpractice insurance that's both comprehensive and affordable. We at Zinnia want everyone to be safe from accidental mistakes and possible injuries caused by employees while caring for patients. Zinnia has coordinated with NSO (Nurses Service Organization) in assisting our employees in purchasing personal professional liability insurance. Zinnia, as the employer, is not authorized to purchase this insurance on your behalf, but we are more than happy in assisting you and answering questions about it. Personal Professional Liability covers you as a medical professional, in case of any event that might occur which would cause you to be sued or possibly lose your license. It covers millions of dollars in protection, it will pay for and help with an attorney in both court and before any licensing board, and also offers assistance in life planning, living wills, and other legal needs. For about \$8 per month you simply cannot get better protection. Also, it follows you wherever you go, no matter where you are working. To apply or for more information, go here: <https://www.nso.com/>

***If there are other benefits you'd like to see offered, reach out and let us know. If there is a consensus among employees, we are more than happy to review those requests to see if we can add them to our benefit offerings!**