

Immanuel

Christ In Us  Christ Through Us

UPDATED DECEMBER 1, 2023

FINAL: YEARS OF SERVICE RENT DISCOUNT FOR IMMANUEL EMPLOYEES

STATEMENT OF PURPOSE:

Immanuel seeks to honor individuals who have served Immanuel for 10 or more years by extending a Years of Service Rent Discount to those who qualify.

WHAT IS THIS BENEFIT?

This benefit is a 5% or 10% discount on the privately paid rent/rates of Independent Living, Assisted Living, Memory Support or Long Term Care. This benefit cannot be utilized in conjunction with any government benefits (e.g. Medicaid, HUD, LIHTC) that may further reduce or subsidize rent/rates related to our communities, rehabilitation services or PACE operations.

This discount will be a lifetime benefit for those who qualify. The discount is on the base rent/rate only and does not include entrance fees, second person fees, service fees or level of care charges.

WHY THIS BENEFIT?

Immanuel's greatest asset is our people. We seek to recognize those who are committed to serving our residents, participants and staff through adherence to our CHRIST Promises. Relationships are developed over time, and they are fundamental to our success as a company. We want to reward the commitment of employees who build these Relationships with others and with Immanuel.

ELIGIBILITY:

Current and past Immanuel employees with 10 or more consecutive full-time years of service with Immanuel will be eligible for a 10% discount.

Current and past Immanuel employees with 10 or more consecutive part-time (0.5 - 0.6 FTE) years of service with Immanuel will be eligible for a 5% discount.

Employees must meet the following additional requirements:

- Employed by Immanuel in 2016 or later.
- Left or retired from Immanuel voluntarily.
- Note: This benefit is not transferable to a spouse or partner.

