

Employee Benefits Summary¹



Health & Life Insurance

- Medical and dental insurance² through Anthem, with several plan choices offering free preventative care and coverage for partners and children
- Flexible Spending Account (FSA) for out-of-pocket health care expenses
- Dependent care: employees can contribute up to \$5,000 to spend on childcare costs for child(ren) up to age 13
- Benhaven-provided life insurance: free and equivalent to 1 year's salary
- Voluntary life insurance coverage³
- Long-term Disability (LTD) insurance offered⁴



Paid Time Off (additional program-specific benefits may apply)

- 10 sick days⁵
- 3 personal days
- Annual vacation days (varies by program)
- Paid vacation for part-time staff effective January 2022



Retirement

- 403(b) self-funded retirement plan⁶ through Mutual of America for all employees
- 401(a) Benhaven profit-sharing contributions⁷ for all employees (based on certain criteria)



Other Benefits (additional program-specific benefits may apply)

- Promotion potential
- Access to Employee Assistance Program (EAP)

Note: this benefits summary is current for FY2022 and subject to change

¹ Employees working 30+ hours/week are eligible.

² Eligible beginning 60 days after date of hire.

³ If elected, automatically covers employee up to \$50K, spouse/partner up to \$25K, and child(ren) up to \$10K.

⁴ Eligible after 1 year of employment with a 6-month waiting period; limits to monthly benefit apply.

⁵ Part-time staff earn 1 hour of sick leave per 40 hours worked.

⁶ Vested after 6 years.

⁷ After having worked at least 1,000 hours and six months; contributions will be made after July 1st, based on salary and age. Vested after 6 years. Employees cannot withdraw until they have moved on from Benhaven.