



Family Tree Employee Benefits

Family Tree's benefits begin first of the month starting the date of hire. All regularly scheduled employees are eligible for benefits. **Benefits are pro-rated for part-time employees (employees scheduled to work 20-39 hours per week.)*

Family Tree offers the following benefits:

- ❖ 403(b) base employer contribution.
- ❖ Deductible/Co-Insurance medical insurance plans from Humana.
- ❖ Voluntary dental, vision, accident and term life insurance from Reliance Standard.
- ❖ Employer paid long-term disability insurance.
- ❖ Flexible spending account for medical and dependent day care expenses.
- ❖ Public Service Credit Union membership
- ❖ 25% discount at Family Tree's Treasure Trunk thrift store.
- ❖ Wellness program with the potential to earn a 10% discount on medical insurance premiums.

- ❖ Vacation benefits accrue at the beginning of the month for full-time employees in accordance with the following schedule:

| <u>Completed Years of Service</u> | <u>Vacation Benefit per Month</u> |
|-----------------------------------|-----------------------------------|
| ▪ 0-2 years | 8 hours |
| ▪ 2-5 years | 10 hours |
| ▪ 5-10 years | 12 hours |
| ▪ 10+ | 14 hours |

- ❖ Sick leave benefits accrue 8 hours per month for full-time employees at the beginning of the month.

- ❖ All benefited employees earn two Floating Holidays at the beginning of Family Tree's fiscal year, July 1.

- ❖ Family Tree observes the following paid holidays:
 - New Year's Day
 - Martin Luther King Day
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving Day
 - Christmas Day