

EMPLOYMENT BENEFITS

Family Policy Alliance is pleased to offer these benefits for all regular, full-time team members. These benefits are subject to the terms contained within the **Team Member Handbook** that all team members will be asked to read and acknowledge in writing at the beginning of employment.

Benefits:

- **Health Insurance:**
 - Medical
 - FPA offers different plans, including High Deductible Health Plans, for Employee Only, Employee + Spouse, Employee + Child(ren), and Family
 - Team members who are covered through other qualified plans may decline this benefit and receive a waiver allowance of \$500/month, regardless of plan type.
 - Dental
 - FPA offers High, Mid and Low coverage plans
 - Team members who are covered through other qualified plans may decline this benefit and receive a waiver allowance of \$30/month, regardless of plan type.
 - Vision
 - FPA offers High, Mid and Low coverage plans
- **Flexible Spending Account (FSA) or Health Savings Account (HSA)**
 - Dependent on type of health insurance plan selected
- **401K Plan:**
 - Eligible to participate from date of hire
 - 100% vested from date of hire
 - After 2 years of service, up to 3% employer match
 - After 5 years of service, up to 6% employer match
- **Company-Paid Insurances:**
 - Life (2x salary)
 - Short- and Long-Term Disability
- **Paid Time Off:**
 - PTO for first year pro-rated based on date of hire
 - Vacation (15 days/year)
 - Sick (6 days/year)
 - Personal (2 days/year)
 - Holidays (11/year)