

EMPLOYMENT BENEFITS: Full-Time Team Members

As of Oct. 15, 2025

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 Handbooks (HR and Ops)** that all team members will be asked to read and acknowledge in writing at the beginning of employment.

Benefits:

- **Health Insurance:**
 - Plans take effect on the first day of the month following start date
 - Medical
 - FPA offers a PPO and a High Deductible plan, for Employee Only, Employee + Spouse, Employee + Child(ren), and Family
 - Dental
 - FPA offers High and Mid coverage plans
 - Vision
 - FPA offers High 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 for all team members 18 and older
 - 100% vested from date of hire
 - Through the end of 2025
 - After 2 years of service, up to 3% employer match
 - After 5 years of service, up to 6% employer match
 - Starting Jan. 1, 2026
 - All team members 18 and older will be eligible for up to 6% employer match
- **Company-Paid Insurances and Other Benefits:**
 - Life and Accidental Death & Dismemberment (2x salary, up to \$500,000)
 - Short- and Long-Term Disability
 - Employee Assistance Program and Health Advocate
 - Working Advantage (employee discount program)
- **Voluntary Insurances and Services Available:**
 - Voluntary Life and Accidental Death & Dismemberment
 - Accident Insurance
 - Critical Illness Insurance
 - Group Hospital Indemnity
 - Pet Insurance
 - LegalShield and IDShield
- **Paid Time Off:**
 - PTO for first year pro-rated based on date of hire
 - Vacation (15 days/year)
 - Sick (6 days/year)
 - Holidays (11/year)