



Benefits At-a-Glance 2020-21

At Rise Against Hunger, we know that our people are the reason behind our success. We truly value our employees as part of our professional family, and our goal is to honor you with a comprehensive and robust employee benefits package.

This brochure provides the benefit information for the October 1, 2020 - September 30, 2021 plan year.



MEDICAL, DENTAL AND VISION

Through Blue Cross Blue Shield of North Carolina, you have the option to select enroll in our High Deductible Health Plan including an employer funded Health Savings Account based on your level of enrollment. Our dental plan provides equal coverage whether you visit an in or out of network provider. The vision plan is provided by Superior Vision with a \$25 exam copay and coverage for frames, lenses and contacts. Employee's share of premium costs are made through semi-monthly, pre-tax payroll deductions.

WE PAY 100% OF THE EMPLOYEE COST FOR MEDICAL, DENTAL AND VISION AND 65% OF THE COST TO ADD A FAMILY MEMBER!

FLEXIBLE SPENDING ACCOUNT

You will have the option to participate in a flexible spending account and use pre-tax contributions to pay for qualified expenses. You may participate in the Medical Spending Account and or the Dependent Care Account up to the annual IRS limit.

LIFE AND AD&D INSURANCE

Employer provided life insurance benefit of \$50,000 with matching AD&D benefit. Additional voluntary life insurance is available for employee, spouse and dependents.

SHORT-TERM AND LONG-TERM DISABILITY

Employer provided long-term disability insurance with a monthly benefit of 60% of salary to a maximum of \$8,500. Optional short-term disability insurance available with a weekly benefit of 60% of salary to a maximum of \$1,500.

403B RETIREMENT SAVINGS PLAN

Employees are automatically enrolled at 6% and may opt-out or make changes on a quarterly basis. Discretionary employer contributions can be made and vesting begins at 1 year of service.

PAID TIME OFF

Vacation: up to 160 hours/year

Sick Leave: up to 96 hours/year

Volunteer Hours: 4/month

Voting: up to 4 hours

Holidays: 10 paid annually

Leaves of Absence: Bereavement, FMLA, Military, Parental

OTHER BENEFITS

Cell phone stipend, remote and flex-time opportunities, vacation savings match program

EAP SERVICES

Top-notch mental and emotional health services to support you during life's challenges (e.g. stress, relationship/family challenges, addiction, depression). All family members receive access support via phone 24 hours a day, up to 3 face-to-face visits per year and online resources, tools and referrals.

TELEMEDICINE

MDLIVE is provided to all employees on our medical plan to provide you and your family with access to fast and convenient quality medical care. Video consultations are available 24/7.