



## Benefit Summary

**ALL Staff are eligible for the following employer benefits:**

- **Mental Health Support Benefits**
  - Up to \$35 monthly for therapy or counseling
  - Up to \$60 annually for wellness/mindfulness app. or towards a fitness membership or app.
  - Must submit the proper documentation for these benefits
  - Eligible immediately upon hire
- **Holidays and Flex Time**
  - 7 holidays and 5 flex days
  - Flex days are available after completing 3 months of employment.
- **Daily Lunch**- when groups are onsite
  - Valued at \$1,000 annually
  - Eligible immediately upon hire
- **Eagle Bluff Clothing** or other logoed accessories
  - Up to \$28 annually towards EB logoed shirts, tank tops sweatshirts, water bottles, etc. from Eagle Bluff's gift shop
  - Eligible immediately upon hire
  - On a staff member's anniversary, they have 1 month to pick out new items.
- **Off-work use of certain equipment and premise**
  - Laundry facilities
  - Portable tables and chairs
  - Education/recreation equipment
  - **Please see the employee handbook for details and rules**
- **Summer Camp Discount**
  - 50% discount
  - Applicable for immediate family members (staff's spouse, siblings, parents, & children)
  - Eligible immediately upon hire
- **Nature Preschool Tuition Discount**
  - 15% discount
  - Applicable for staff members dependents
  - Eligible immediately upon hire
- **Public Events Discount**
  - 15% discount on events (Dinner on the Bluff, high ropes, maple syrup fest, etc.)
  - Applicable for immediate family members (staff's spouse, siblings, parents, & children)
  - Eligible immediately upon hire

Employees must work a minimum of 32 hours per week to enroll in the following Employer and Employee Paid Benefit. Seasonal employees (those who are employed for 3 months or less) are not eligible.

## Employer Paid Benefits

- **Short Term Disability up to \$13,000**
  - Eligible immediately upon hire
  - 100% employer coverage
  - Through Mutual of Omaha
- **\$10,000 Life Insurance and Accidental Death & Dismemberment**
  - Eligible immediately upon hire
  - 100% employer coverage
  - Through Mutual of Omaha
- **403 (b) Retirement Contribution**
  - Eagle Bluff contributes at 4% of gross wages/salary with no requirement for employee match
  - Eligible after 1 year of employment
  - Through TIAA
- **Group Health Insurance Plan** (through BCBS)
  - Eligible immediately upon hire
  - 60% Employer coverage/40% employee covered; 0% spouse & dependents
  - Optional HSA employer paid match of \$70 per month HSA with employee match of \$70 per month. Employee can contribute more.
- **Fringe Benefit**
  - Eligibility: If you or your legal partner are the primary insurance holder of a non-Eagle Bluff insurance
  - Eligible immediately
  - Up to \$140 monthly; must provide proof of alternate coverage and coverage amount for EB employee.
- **Paid Time Off (PTO)**
  - Eligible immediately upon hire; hours are frontloaded monthly
  - Begins at 3 or 4 weeks (depending on position) with accruals occurring at 1 day per year thereafter; See handbook for details
  - PTO maxes out at 8 weeks
  - See handbook for details
- **Parental Leave**
  - An employee who has worked for Eagle Bluff for at least twelve (12) months and who has worked at least one half (1/2) time during the twelve (12) months preceding a leave is entitled to take up to twelve (12) weeks of leave; 3 weeks will be paid and the remaining can be PTO or unpaid time.

## **Optional Employer Offered Benefits**

- **Aflac**
  - Supplemental insurance, Life Insurance, etc.
  - Optional
  - Eligible immediately upon hire
- **Dental Insurance**
  - Eligible immediately upon hire
  - 100% employee covered
  - Through Companion Life
- **Vision Insurance**
  - Eligible immediately upon hire
  - 100% employee covered
  - Through Beam
- **FSA (Flexible Spending Account)**
  - Tax free deduction from paycheck
  - Can be used for certain medical expenses or dependant care
  - FSAs are limited to \$2,850 per year per employer
- **Benefits Continuation (COBRA)**
  - Allows continuation of health care coverage with qualifying events.
  - 100% employee covered
  - Eligible immediately upon hire
- **TDA Retirement Plan**
  - Eligible immediately upon hire
  - Employee contributions only
  - Through TIAA