

Stand for Children – Benefits

Premiums

- * Stand for Children covers 90% of premiums for full-time employees and 40-70% for dependents, depending on length of service

Medical/Rx

- * Plan is through Regence Blue Cross/Blue Shield
- * Three categories of network providers
- * Annual deductible is \$4,000 for an individual/\$8,000 for a family (funded by Stand for Children through a Health Reimbursement Arrangement minus small cost sharing of \$150 per year for an individual and \$250 per year for two-party or family)
- * Low co-pays of \$30/\$45 for Category 1 and 2 providers
- * Maximum annual out-of-pocket \$2,350 individual/\$4,700 family (not including deductible)
- * Alternative care such as chiropractic, acupuncture, and naturopathic care included
- * Low prescription co-pays of \$10/\$35/\$75

Dental

- * Plan is through Regence Blue Cross/Blue Shield
- * Large network of dental providers and coverage for out of network dentists as well
- * Annual deductible of \$50 for an individual/\$150 for a family
- * Maximum annual benefit \$1,500
- * No fee for preventative care
- * 20% co-insurance for basic services
- * 50% co-insurance for major services and orthodontia (orthodontia offered up to age 24 with a \$1,500 maximum)

Vision

- * Plan is through Vision Service Plan (VSP)
- * No fee for one eye exam per year
- * \$150 calendar year benefit for vision hardware

Flexible Spending Account

- * Option to set pre-tax money aside for medical expenses, dependent care expenses, and transportation/parking expenses during a calendar year
- * Debit card available for medical expense reimbursement
- * Can roll over up to \$500 from one year to the next for the medical FSA account
- * Maximum contributions allowed per year are \$2,650 for medical expenses, \$5,000 for dependent care expenses, \$3,120 for transit expenses, and \$3,120 for parking expenses

Life Insurance and Accidental Death and Dismemberment Insurance

- * Plan is through Regence Life and Health
- * \$50,000 of group-term life insurance paid for by Stand for Children
- * \$50,000 of Accidental Death & Dismemberment insurance paid for by Stand for Children
- * Option to purchase additional group-term Life and/or Accidental Death & Dismemberment insurance

Short Term Disability

- * Plan is through Regence Life and Health
- * Benefit is 60% of basic weekly earnings up to \$1,000/week
- * Waiting period of two weeks
- * Coverage lasts for a total of 13 weeks

Long Term Disability

- * Plan is through Regence Life and Health
- * Benefit is 60% of basic monthly earnings up to \$5,000/month
- * Coverage lasts for 5 years

Employee Assistance Program

- * Plan is through Regence Life and Health
- * Counseling, legal, and financial services benefit
- * Four free counseling sessions per year per issue or incident
- * One 30-minute consultation each for legal and financial assistance and thereafter 25% discount on services
- * Available 24 hours/day, 7 days/week

401k

- * Plan is through Empower Retirement
- * Contributions can be made pre-tax or post-tax
- * Stand for Children matches up to 4% for those who have been employed at least 6 months
- * 100% vesting immediately

Paid Time Off

- * Paid time off system encompasses vacation, sick, and personal time
- * Available for those who work at least 20 hours/week
- * 20 days given annually for those in their first through third years of employment
- * 25 days given annually for those in their fourth and subsequent years of employment

Holidays

- * Holidays observed are: New Year's Day, Martin Luther King Jr. Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day After Thanksgiving, Christmas Day, plus one floating holiday to use as the employee chooses
- * In addition, Stand for Children offices are closed from Christmas Day through New Year's Day

Sabbatical

- * Given after 10 years of service has been completed
- * Four weeks paid time, can be combined with two additional weeks of Paid Time Off, for a total of six weeks of leave
- * To be taken within one year of completing 10 years of service
- * See *Employee Handbook* for additional details