



BENEFITS

ChildStrive offers competitive compensation and benefits for all employees. Depending on full time equivalence employees receive the benefits explained in this document.

Paid Time off Benefits

Available to non-temporary employees with standard work week of 20-40 hours per week

Self Care

ChildStrive believes it is essential that employees have adequate opportunity for rest, recreation and renewal. In support of this belief, we provide to all employees (not including time-limited workers) with standard work schedules of 20 or more hours per week, paid Self Care which is paid time off. Self Care may be used for planned and unplanned absences. Employees are eligible to begin using Self Care at the time of hire. Self Care combined with hours worked cannot exceed an employee's standard weekly hours.

Wa Paid Family and Medical Leave (WPFML)

This benefit is administered by the State of Washington. Eligible employees may be entitled to up to 12 – 16 weeks of WPFML within a rolling 12 month period. WPFML may be used for the following purposes:

- Serious health condition of employee
- Serious health condition of employee's spouse, parents or dependent under employee's care
- Birth, adoption, or placement of a foster child in employee's care

Health and Life Insurance Benefits

Available to non-temporary employees with standard work week of 20-40 hours per week

Employees who have a standard weekly work schedule of 20 or more hours per week, will be eligible to participate in the organization's group health plans the first of the month following 60 days of employment.

- **Medical**
- **Dental**
- **Vision**
- **LTD**
- **Basic Life**
- **Voluntary Life and AD&D**
- **Flexible Spending Account**

403(b)(7) Retirement Plan

Available to all employees

All employees who work for ChildStrive are eligible to enroll in the ChildStrive 403(b) (7) Retirement Plan beginning at the first of the month following their date of hire.

- **Matching contribution available after 1 year of employment**
First of the month following one (1) year of employment, (this must equal 850 hours of service by the end of your first twelve consecutive months of employment) ChildStrive may add to your 403(b)(7) contribution through the plan's discretionary matching contribution feature.

Employee Assistance Program (EAP)

Available to all employees and immediate family members

- Free, confidential, personal help line

Continuing Education/In-Service Training Assistance

Available to all non-temporary employees

- Up to \$1,000 per fiscal year
- \$250 can carry forward from one year to the next

Travel and Expense Reimbursement

Available to all employees

- Mileage reimbursement for organization use of personal vehicle
- Reimbursement for organization use of personal cell phone or direct services staff may receive an organization cell phone

In the ordinary course of business, compensation and benefits programs evolve as business needs and laws change. Therefore, the benefits outlined here may be subject to change.