

# EMPLOYEE BENEFITS SUMMARY

## Time-Off

- Paid Holidays - New Year's Day, MLK Day, Presidents Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day + Friday, Christmas Eve, Christmas Day
- Vacation
  - 0-1 years - 15 days
  - 1-2 years - 20 days
  - 3-4 years - 25 days
  - 5+ years - 30 days
- Sick Days - 5 per year
- All staff are on 'light duty' between Christmas and New Year's Day, checking email daily for important items but limited work and not required in the office
- Bereavement leave
- FMLA leave
- Parental leave
- Domestic Violence or Stalking leave
- Sabbatical leave (3 months after 7 years of employment)
- Military leave
- Jury, Voting, and Election Judge leave

## Insurance

- Medical - multiple plan options via Kaiser and Aetna. Employer pays 70% of employee and dependent premium at all levels.
- Dental - multiple plan options via Aetna, Guardian, and Delta Dental. Employer pays 70% of employee and dependent premium.
- Vision - multiple plan options via Aetna and VSP. Employer pays 70% of employee and dependent premium.
- Short term and long term disability insurance - employer pays 100%
- \$10,000 life insurance policy - employer pays 100%



## RETIREMENT



### 403B MATCH

CrossPurpose matches dollar for dollar up to 2% of compensation (403b is a 401k for nonprofit organizations, Roth and non-Roth available).

## OTHER BENEFITS

**5%** All staff eligible for a 5% year end performance bonus.



Up to \$10,000 bonus for referring someone hired as an employee.



Fully transparent compensation plan with \$20/hr minimum wage.



Limited remote work flexibility.

**We are also excited to offer:** occasional remote working possibilities, two Staff Days of Solitude, an Annual Staff Fun Day, Annual People Day (meet with Executive team), a Staff Christmas party with tenure and core value awards, Weekly Staff Chapel, and a daily Colorado Casual dress code.