

EMPLOYEE BENEFITS SUMMARY

Updated March 2023

Time-Off

- Vacation
 - 0-1 years - 15 days
 - 1-2 years - 20 days
 - 3-4 years - 25 days
 - 5+ years - 30 days
- Paid Holidays - New Year's Day, MLK Day, Presidents Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day + Friday, Christmas Eve through New Year's Day
- Sick Days - 6 per year
- Paid bereavement leave
- FMLA leave
- 14 weeks paid parental leave
- Paid Domestic Violence or Stalking leave
- Paid Sabbatical leave
- 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



RETIREMENT MATCH

CrossPurpose matches dollar for dollar up to 2% of compensation.

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.



\$20/hr minimum wage.



Limited remote work flexibility.

To promote employee wellbeing, work-life balance, and positive staff culture, we are also excited to offer: two Staff Days of Solitude, an Annual Staff Fun Day, Weekly Staff Chapel, and a daily Colorado Casual dress code.