

GIRL SCOUTS RIVER VALLEYS EMPLOYEE BENEFITS OVERVIEW 2023



OVERVIEW	COVERAGE LEVELS	COST SHARING
MEDICAL		
Medica (Passport Network) Two options: Two High Deductible Health Plans (HDHP) with a Health Savings Account (HSA).	Employee. Employee + 1 dependent. Family.	Cost sharing split between GSRV and employee. GSRV pays the majority of the monthly premium for full- time, and part-time employees.
DENTAL		
HealthPartners (Distinctions 1)	Employee. Employee + 1 dependent.Family.	Cost sharing split between GSRV and employee. GSRV pays the majority of the monthly premium for full- and part-time employees.
VISION		
EyeMed Vison (Insight network)	Employee and eligible dependents.	Employee-paid.
HEALTH SAVINGS ACCOUNT (HSA)		
Associated Bank The two High Deductible Health Plans (HDHPs) allow employees to contribute pre-tax money to pay for qualified medical, prescription, dental, and vision expenses.	Employee and eligible dependents.	Employee contribution Girl Scouts River Valleys' yearly \$1,200 contribution.
FLEXIBLE SPENDING ACCOUNT (FSA)		
Benefit Extras Provides employees pre-tax benefits for: <ul style="list-style-type: none"> • Unreimbursed medical expenses • Dependent care expenses 	Employee and eligible dependents.	Employee contribution.
SHORT TERM/LONG TERM DISABILITY		
Mutual of Omaha Benefits are paid to an employee during a period of total disability resulting from illness or injury.	LTD-60% of monthly income following a 90-day period. STD-66.67% of weekly income following inability to work for 14 days.	Paid for by GSRV.
403 (b)		
Mutual of America Optional pre-tax defined contribution retirement account.	Employee.	Employee contribution with GSRV 50% matching opportunity of first 8% invested by employee.

GIRL SCOUTS RIVER VALLEYS (GSRV) PROVIDES AN EXCEPTIONAL BENEFIT PACKAGE.

Regular full-time, and part-time employees working at least 20 hours a week (on a pro-rated basis), are eligible for the following benefits.

HOLIDAYS

12 paid holidays throughout the year including:

- New Year’s Day
- Martin Luther King Jr. Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving
- The Friday after Thanksgiving
- Christmas
- Floating Holiday (x3)

PAID FAMILY AND MEDICAL LEAVE

Up to 12 weeks of leave at 100% of the employee’s regular pay. By receiving pay during an FMLA leave, we believe employees are better able to: bond with a newborn or a newly adopted/placed child, take time to heal due to their own serious health condition, or care for an immediate family member in a serious health condition. Available to all full-time regular employees. Eligibility requirements apply.

PERSONAL TIME OFF

Through our personal time off accrual system, employees can take days off for vacation, illness, and other needs.

TIME WORKED FOR GIRL SCOUTS RIVER VALLEYS	TIME ACCRUED BI-WEEKLY	ANNUAL ACCRUAL RATE
0-2 years	6.16 hours	20 days
2-5 years	7.7 hours	25 days
5-15 years	8.62 hours	28 days
15+ years	9.86 hours	32 days

403(B) PLAN - (DEFINED CONTRIBUTION)

This voluntary retirement savings program provides employees the opportunity to make pre-tax contributions. After two months of employment with Girl Scouts River Valleys, the organization matches one-half of the first 8% of salary that an employee contributes to the 403B Plan. Matching contributions become fully vested immediately.

HEALTH INSURANCE

Participation begins on the first of the month following one month of employment and during annual open enrollment.

LIFE INSURANCE

(GSRV) offers Group Life Insurance through Mutual of Omaha, with a \$50,000 death benefit and Accidental Death & Dismemberment (ADD) coverage. Employees may purchase additional life insurance for themselves, spouses, and child(ren).

SHORT-TERM AND LONG-TERM DISABILITY

GSRV provides enhanced disability benefits to all full-time employees. See table overview for details.

EMPLOYEE ASSISTANCE PROGRAM

We offer a third-party, professional resource for employees and members of their households to support them through various life events. This consultation service is available 24/7 with follow-up and referral. Voluntary, confidential, and available at no cost to all employees.

INFANT-AT-WORK PROGRAM

Our infant-at-work program allows new parents to bring their infant(s) into the workplace until they are 180 days old or begin to crawl (whichever comes first). Program requirements apply.

PET INSURANCE

Pet insurance is provided via Nationwide Insurance's My Pet Protection and provides two budget friendly plan options- either 50% or 70% reimbursement on eligible vet bills. Nationwide offers individual premium quotes depending on your pet(s).