

Our employees are our most valuable asset. That is why at Big Brothers Big Sisters of Colorado we are committed to a comprehensive benefit program that helps our employees stay healthy, feel secure, and maintain a positive work-life balance. For most of our benefits, newly hired employees are eligible the 1st of the month following 30 days of continuous employment.

MEDICAL – Anthem Gold PPO – 6UA7; 100% employer paid; dependents are the employee's responsibility.

GAP INSURANCE (designed to help you pay for covered out-of-pocket expenses you may incur while you are either confined in a hospital or being treated as an out-patient for an injury or an illness.) – Morgan White; cost is covered in medical premium.

DENTAL - MetLife; 100% employer paid; dependents are the employee's responsibility.

VISION – MetLife (VSP network); 100% employer paid. dependents are the employee's responsibility.

BASIC LIFE INSURANCE/AD&D - MetLife – One times annual salary coverage for employee only; 100% employer paid.

SHORT-TERM DISABILITY – MetLife – 14-day elimination period; 100% employer paid.

LONG-TERM DISABILITY - MetLife - 90-day elimination period; 100% employer paid.

EMPLOYEE ASSISTANCE PROGRAM – Mines and Associates – 5 visits per occurrence. 100% employer paid.

401K – TransAmerica - Matching \$1:\$1 on the first 3% and \$.50:\$1 on the second 2%; meaning if you contribute 5% of your annual salary, you will receive a match of 4%; 100% vested immediately. Automatic enrollment, at 3%, after 90 days service.

VACATION ACCRUAL – Starts at 15 day per year, increases as tenure increases.

SICK and MENTAL HEALTH ACCRUAL – 12 days per year.

HOLIDAYS – Minimum of 13 days per year.

VOLUNTARY BENEFITS - 100% EMPLOYEE PAID

- **VOLUNTARY LIFE INSURANCE** – MetLife – Employee, Spouse, and Children eligible.
- **VOLUNTARY ACCIDENT, CRITICAL ILLNESS, CANCER, and CHOICE HOSPITAL** - Aflac
- **LEGAL SHIELD/ID SHIELD** – Legal/ID Shield