

2026 Feed the Children Benefit Offerings



	<u>United Healthcare (UHC)</u>	<u>Sunlife Dental *</u>	<u>Sunlife Vision - VSP Network*</u>
<i>Employees are eligible for benefits from day one!</i>	2 UHC Surest medical plans and 1 HDHP with an employer paid HSA Contribution	2 dental plan options	1 vision plan
Lowest Employee Only	\$0/pay period	\$12.59/pay period	\$3.51/pay period
Highest Employee Only	\$73.88/pay period	\$20.13/pay period	N/A
Lowest Employee & Spouse	\$207.54/pay period	\$25.34/pay period	\$7.02/pay period
Highest Employee & Spouse	\$395.49/pay period	\$40.22/pay period	N/A
Lowest Employee & Children	\$110.77/pay period	\$28.92/pay period	\$7.72/pay period
Highest Employee & Children	\$248.65/pay period	\$46.47/pay period	N/A
Lowest Family	\$341.54/pay period	\$41.47/pay period	\$11.23/pay period
Highest Family	\$587.57/pay period	\$66.29/pay period	N/A

The medical premium rates shown above include Feed the Children's employer contributions.
Feed the Children will contribute up to \$65.00 toward other ancillary benefits noted with an (*)
Medical plan deductibles range from \$1000 to \$5000 to HSA Plans

Retirement - 403(b)

Eligibility - Immediately
Match - At 90 days
Employer Match:
< 89 days: No match
90 days - 5 years: 100% of the first 4%
5-10 years: 100% of the first 5%
10+ years: 100% of the first 6%
100% vested after 5 years

Leave Benefits

Vacation Leave - Accrual begins day 1 and is accrued hourly up to 40 hours per week**

Eligible Service	Vacation Days Accrued	Vacation Days Each Year
Up to 5 years	**3.08 hours per pay period	10 days
After 5 years	**4.62 hours per pay period	15 days
After 10 years	**6.15 hours per pay period	20 days
After 15 years	**7.69 hours per pay period	25 days
After 20 years	**9.23 hours per pay period	30 days

Personal Leave - 5 days per year based on hire date (use or lose by 12/31 of current year)

Hired In:	FT Employees Eligible For:	PT Employees Eligible For:
January - February	40 hours	20 hours
March - April	32 hours	16 hours
May - June	24 hours	12 hours
July - August	16 hours	8 hours
September - October	8 hours	4 hours

*New employees hired on or after November 1st will not be eligible for this benefit until first day of subsequent year.

Sick Leave - Accrual begins day 1, up to 10 days per year. Accrued hourly up to 40 hours per week.

Paid Holidays - New Year's Day, Martin Luther King Jr. Day, Presidents Day, Good Friday, Memorial Day, Juneteenth, Fourth of July, Labor Day, Indigenous Peoples' Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve and Christmas Day.

Additional Offerings

Flexible Spending Accounts
Health Savings Account
Employee Assistance Program
Hospital insurance*
Life insurance*
Accident insurance*
Critical illness insurance*
Short-term disability*
Long-term disability*
Legal services*