



# Benefits At-a-Glance 2021-2022

At Rise Against Hunger, we know that our people are the reason behind our success. We truly value our employees as part of our professional family, and our goal is to honor you with a comprehensive and robust employee benefits package.

This brochure provides the benefit information for the October 1, 2021 - September 30, 2022 plan year.

## MEDICAL, DENTAL AND VISION

Through Blue Cross Blue Shield of North Carolina, you have the option to enroll in our High Deductible Health Plan including an employer funded Health Savings Account. Our dental plan provides equal coverage whether you visit an in or out of network provider. The vision plan is provided by Superior Vision with a \$25 exam copay and coverage for frames, lenses and contacts.

**WE PAY 100% OF THE EMPLOYEE COST FOR MEDICAL, DENTAL AND VISION  
AND 65% OF THE COST TO ADD A FAMILY MEMBER!**

### FLEXIBLE SPENDING ACCOUNT

You will have the option to participate in a flexible spending account and use pre-tax contributions to pay for qualified expenses, including Dependent Care.

### LIFE AND AD&D INSURANCE

Employer provided life insurance benefit of \$50,000 with matching AD&D benefit. Additional voluntary life insurance is available for employee, spouse and dependents.

### 403B RETIREMENT SAVINGS PLAN

Employees are automatically enrolled at 6% and may opt-out or make changes on a quarterly basis. Rise Against Hunger will match employee contributions up to 3% starting from day one.

### TELEMEDICINE

MDLive is provided to all employees on our medical plan to provide you and your family with access to fast and convenient quality medical care. Video consultations are available 24/7.

### OTHER BENEFITS

Cell phone stipend, remote and flexible scheduling opportunities, vacation savings match program

### DISCRETIONARY PAID TIME OFF (DPTO)

Rise Against Hunger values empowering its people, and our leave policies reflect just that. We provide unlimited time off, starting day one, to meet your life needs. Our paid time off and other leave policies apply to both full-time and part-time employees of the Organization.

### FAMILY MEDICAL LEAVE

We provide paid leave, up to 12 weeks in a rolling 12 month period, for the birth, placement adoption of a child and for the care of your own or a family members serious health condition.

### LONG TERM DISABILITY

Available after 12 weeks of disability, we provide a long term disability benefit at no additional cost to you.

### EMPLOYEE ASSISTANCE PROGRAM (EAP)

Top-notch mental and emotional health services to support you during life's challenges (e.g. stress, relationship/family challenges, addiction, depression). All family members receive access support via phone 24 hours a day, up to 3 face-to-face visits per year and online resources, tools and referrals.