



Benefits Summary for Housing Hope Full Time Employees

As of April 2022

Medical	<p>There are two H.S.A. medical plans to choose from; basic life insurance of \$15,000 included Employer paid medical insurance up to 80% of the total premium Dental and Vision plan employer pays 92% of the premium Our Medical plans include a \$1,500 annual company contribution into your Health Savings Account</p>	
Vacation	<p>After 30 days, 10 hours accrued per month (15 days per year) An additional day per year is accrued up to year 7 (176-hour cap)</p>	
Sick Leave	<p>8 hours accrued per month after 30 days of service Accrual cap is 720 hours</p>	
Holiday	<p>Float days: 16 hours after 6 months of employment with 16 hours reloaded every January, must be used within the year 10 paid Holidays each year</p>	
403B	<p>Participating in the 403B program, Housing Hope may provide a yearly matching contribution Less than one year of service, you will receive a prorated percentage, less than 1%, based on tenure One year of service, up to 1% of gross salary Two years of service, up to 1.5% of gross salary Three years of service, up to 2% of gross salary Four years of service, up to 2.5% of gross salary</p>	
More Benefits	<ul style="list-style-type: none"> • Option for flexible work hours • Annual and ongoing training classes provided • Wellspring employee assistance program at no cost • Employee Leave Sharing program • Jury Duty and Bereavement Leave • FMLA and WA State Family and Medical Leave programs • Flexible Spending Account program • Annual Employee Appreciation event hosted by board members • Annual Holiday Celebration • Annual Employee Picnic with employees and families • Annual employee satisfaction survey • Free COH classes; including ride assistance, childcare, and family meals • Opportunity to participate in committees & focus groups • Colonial Life Well Card discounts for many items including prescriptions • Fun Hub Committee dedicated to finding and planning fun events for us • Employee discounted tickets to Woodland Park Zoo and other events • Up to 50% discount for on-site Child Care, 65% off additional kids • Employee discount on purchases at Kindred Kitchen 	