



Protect Our Winters: Summary of Benefits 2022

HEALTH INSURANCE: All full-time employees are eligible to enroll in health insurance coverage that currently includes medical, dental and vision. POW pays 100% of the premiums of health, vision and dental insurance for the employee only. An eligible employee may elect to add spouse and dependents to health, vision and dental plans and pay out-of-pocket premium expenses. Effective January 2022, Protect Our Winters health insurance plan provider is [United Health Care](#) and the specific plan is Medical-Choice Plus BG5L RX E52 with a vision plan of Vision-S1026. POW's dental insurance plan provider is [Delta Dental](#) and our specific plan is Delta Dental: Patient Freedom 4 Enhanced, no ortho.

RETIREMENT: Protect Our Winters offers a 403(b) retirement plan as part of your benefits. All employees are eligible to participate in the 403(b) retirement plan immediately upon hire (certain restrictions may apply). POW will match up to 4% of compensation if the employee chooses to the 403(b) retirement plan. Roth and pre-tax contributions are available. As part of this plan, POW provides employees access at no charge to a financial advisor for both retirement plan guidance and general financial planning.

MOBILE PHONE: POW provides all regular full-time employees a \$70 monthly cell phone reimbursement.

Wi-Fi: POW provides all regular full-time employees a \$50 monthly wi-fi reimbursement.

HOLIDAYS: Full time employees are eligible for holiday pay. POW observes thirteen (13) paid holidays each year (New Year's, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Indigenous Peoples' Day, Thanksgiving, Day after Thanksgiving, Christmas Eve, Christmas and New Year's Eve). The specific POW holidays each year are subject to change in accordance with the employee handbook.

PAID TIME OFF (PTO): Full-time regular employees shall accrue PTO each year in accordance with their level at the organization. PTO will accrue monthly until an employee reaches the accrual cap for which they are eligible. Full-time Coordinators and Associates accrue 12 days of PTO per year. Full-time Managers and Directors accrue 15 days of PTO per year. Vice Presidents accrue 20 days of PTO per year.

NATURE Rx: POW believes that the recipe for health is to get outdoors and enjoy the natural environment. To encourage our employees to take advantage of outdoor activities throughout the year, full-time employees will be granted one day of Nature Rx time per month. Unused Nature Rx time does not roll to the following month and is capped at one day per month

PAID SICK TIME: Full-Time employees receive 96 hours of paid sick leave per year. Part-time employees receive 48 hours of paid sick leave.

VOLUNTEER TIME: POW encourages employees to become involved in their communities, lending voluntary support to 501(c)(3) non-profit programs that have a positive impact on quality of life and our natural environment. Full-time employees may take up to eight (8) hours of paid time each calendar year to participate in a volunteer program which aligns with POW's overall objectives.