



CANDIDATE SUMMARY OF BENEFITS

HEALTH INSURANCE: All full-time employees are eligible to enroll in health insurance coverage that currently includes medical, vision, dental, life insurance, and disability insurance. An eligible employee may elect to add spouse and dependents to the health, vision and dental plan at their own cost. Our health insurance plan is with UnitedHealthcare and our dental insurance plan is with Delta Dental. We regularly review and may update these benefits.

RETIREMENT: Protect Our Winters offers a 403(b) retirement plan. Eligibility begins on the first of the following month from their date of hire (certain restrictions may apply). POW will match up to 4% of eligible compensation if the employee chooses to enroll. Roth and pre-tax contributions are available.

MOBILE PHONE: POW provides all regular full-time employees a \$70 monthly cell phone reimbursement. **WIFI:** POW provides all regular full-time employees a \$50 monthly wi-fi reimbursement.

HOLIDAYS: Full-time employees are eligible for holiday pay. POW observes fourteen (**14**) paid holidays each year (New Year's, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Juneteenth, Labor Day, Indigenous Peoples' Day, Veterans 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): PTO accrual is based on years of full-time employment (accrued monthly):

- 0-3 years of employment, employees accrue up to 18 days/year
- 4-6 years of employment, employees accrue up to 21 days/year
- 7+ years of employment, employees accrue up to 24 days/year

PTO Accrual Cap: PTO continues to accrue monthly until an employee reaches the accrual cap for which they are eligible. Employees may carry over unused PTO into the next year, up to the accrual cap for which they are eligible. At no point can an employee accrue PTO beyond the applicable accrual cap.

NATURE RX: POW believes the recipe for healthy living includes getting outdoors and enjoying the natural environment. To encourage our employees to take advantage of outdoor activities throughout the year, full-time employees will be granted six (6) days of Nature Rx each year on January 1.

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) nonprofit programs that have a positive impact on quality of life and our natural environment. All employees (full-time and part-time, temporary, and intern) may take up to 8 hours of paid time each calendar year to participate in a volunteer program that aligns with POW's overall objectives.

[Policies are subject to change in accordance with state regulations and updates to the POW handbook.](#)