



Volunteers of America Chesapeake & Carolinas Benefits & Employee Incentives

Employee/Employer Cost-Shared Benefits (pre-tax):

- Kaiser Health Insurance (4 Different Plan Option)
- Dental Benefits by Guardian
- Vision Benefits by Guardian

Employer Paid Benefits:

- Paid Vacation (Full-time, and Part-time 30+ hours/week Scheduled)
- Medical/Sick Leave (Full-time, and Part-time 30+ hours/week Scheduled)
- DC Sick and Safe Leave (accrual 1 hour per each 37 hours worked)
- 10 Paid Holidays (Full-time eligibility required)
- Holiday Benefit for Part-time Employees approved to work on a Holiday
- Bereavement (Funeral) Leave (Maximum up to 3 days in the event of death of Spouse, Parent, Child or Sibling)
- Paid Jury Duty Leave (Maximum of 10 working days)
- Life Insurance, Full-time Employees (Equal to 1x Employee's Annual Salary)
- Life Insurance, Part-time Employees 20+ hours/week Scheduled (Equal to \$5,000)
- AD&D, Full-time Employees (Equal to 1x Employee's Annual Salary)
- AD&D, Part-time Employees 20+ hours/week Scheduled (Equal to \$5,000)
- Short-term Disability Full-time Employees (14 calendar day elimination period, then 60% of Employee Annual Salary)
- Long Term Disability – Full-time Employees (60% of Employee Annual Salary)
- 403(b) Discretionary Annual Profit Sharing (Full-time and Part-time eligible)
- Tuition Reimbursement

Voluntary Benefits (Employee Paid):

- Life Insurance and AD&D (in addition to Company-paid Group Life: purchase coverage in units of \$10,000, up to lesser of 5x salary or \$500,000). Guaranteed Issue - \$150,000 without evidence of good health within 31 days of hire.
- Life Insurance and AD&D for Spouse and Dependents (purchase coverage in units of \$5,000, up to maximum of \$100,000. Spousal Guaranteed Issue is \$30,000. Dependent term life up to \$10,000.
- 403(b) pre-tax and 403(b) Roth Deferral
- Medical Flexible Spending (Minimum Annual Contribution \$100; Maximum Annual Contribution \$1,500) Eligibility -- Full-time Employees and Part-time Employees 20+ hours/week Scheduled
- Dependent Care Flexible Spending (Minimum Annual Contribution \$300; Maximum Annual Contribution \$5,000) – Eligibility Full-time Employees and Part-time Employees 20+ hours/week Scheduled
- Voluntary benefits offered by Colonial Life
- LegalShield, pre-paid legal services
- Guardian Accident Insurance

Employee Assistance Plan

Employee Recognition

Employee Events

Employee Referral Bonus

Employee Discount Program

For additional information regarding benefits, contact Linda Bunn at 240.764.2649, or lbunn@voaches.org