

EMPLOYEE BENEFITS

The following is a summary and may not fully account for particular details of a given benefit. Benefits are subject to change.

Dress Code

Business or Business Casual

Pay Days

Employees are paid on the 15th and last day of each month. If a payday occurs on a weekend or holiday, FNIH pays on the preceding business day.

Medical and Dental Insurance and Vision Coverage (Currently)

100% paid by FNIH for individual and family coverage; includes prescription coverage.

Medical and Dental Insurance and Vision Coverage (from November 1, 2020)

100% paid by FNIH for individual; employees responsible for \$250/month (\$125/pay period) for family coverage. Includes prescription, glasses, and contact lens coverage.

Life Insurance/ Group Accidental Death and Dismemberment Insurance

100% paid by FNIH – 1 times annual earnings rounded to the next higher \$1,000 with a maximum benefit of \$250,000 and a minimum benefit of \$100,000.

Short-Term Disability

FNIH contributes 100% premium to employee salary. Employee pays the premium from semi-monthly payroll. Benefits are 60% of weekly earnings with a maximum weekly benefit of \$2,000 and are tax-free. Elimination Period: 0 days due to injury/7 days for illness. Benefits last up to 13 weeks.

Long-Term Disability

FNIH contributes 100% premium to employee salary. Employee pays the premium from semi-monthly payroll. Benefits are 60% of your monthly earnings to a maximum of \$10,000 a month and are tax-free. Eligibility Period: 90 days after disability. Duration: Varies.

Annual Leave

Full-time employees: 0-3 years with the Foundation – 13 days accrued per year.

Full-time employees: 3-10 years with the Foundation – 19.5 days accrued per year.

Full-time employees: 10 or more years with the Foundation – 26 days accrued per year.

Maximum carry-over into the next calendar year is 240 hours.

Maximum payout at separation is 240 hours.

Personal Leave

Full-time employees: 3 days available each calendar year.

Personal leave cannot carry over into the next calendar year.

Personal leave is not paid out at separation.

Sick Leave

Full-time employees: 10 days accrued per year.

Maximum carry-over into the next calendar year is 240 hours.

Sick leave is not paid out at separation.

Paid Holidays

Full-time employees: 11 days each calendar year.

Jury Duty Leave

Full-time employees: Time off to perform this civic responsibility.

Community Service Leave

Full-time employees: Up to 2 days per year to participate in community service.

Bereavement Leave

Full-time employees: 5 days per incident for an immediate family member; 3 days per incident for an extended family member. Definitions are included in the employee handbook.

Retirement Plan (Currently)

FNIH provides a 403(b) plan. FNIH pays 10% of base salary if employee contributes a minimum of 2%. The plan has immediate 100% vesting.

Retirement Plan (from January 1, 2021)

FNIH provides a 403(b) plan. Employees interested in participating in the plan must contribute at least 2% of base salary. FNIH will match employee contributions 2 for 1 up to a maximum FNIH contribution of 8%. The plan has immediate 100% vesting.

Flexible Savings Account (FSA)

A reimbursement account, which allows participants to allocate part of their salary, on a pretax basis, to cover unreimbursed medical expenses.

Employee Assistance Program

Free confidential assistance program available for employees and their families to identify and assist them in resolving personal problems to maintain a healthy work-life balance. Includes consultative services, work/life assistance and resources, and legal/financial assistance and resources.

Executive Travel Assistance

Free medical or security assistance is available for employees and their families who are traveling for business or pleasure.

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