

Employee Benefits

Health Insurance. YEP pays 100% of the cost of employee-only coverage for a top tier insurance plan with United Health Care. The plan YEP pays for gives all YEP employees reliable, quality and affordable health insurance. Employees have the option of adding dependents at their own cost. Included in YEP's health insurance plan is a wellness plan that allows employees to earn financial rewards by being physically active.

Short-Term Disability. YEP pays 100% of the cost of short-term disability insurance for all YEP employees. This covers 60% of an employee's salary (up to \$750 per week) during any short-term sick or disability leave, up to 12 weeks.

Long-Term Disability. YEP pays 100% of the cost of employee long-term disability insurance for all YEP employees. This covers 60% of the employee's salary (up to \$5,000 per month) during any long-term sick or disability leave after the initial short-term 12 week window, up to normal social security age.

Life Insurance. YEP pays 100% of the cost of \$25,000 of life insurance for each YEP employee. Employees are able to name their beneficiary(s). YEP is also able to offer additional life insurance policies that employees can opt into, at their own expense.

Dental Insurance. YEP pays 50% of the cost of employee dental insurance premiums. This is optional. Employees can add dependents at their own cost.

Vision Insurance. YEP provides an option for vision insurance. Employees can opt into this if they choose. Unlike health and dental insurance, if a YEP employee does opt into vision insurance they pay 100% monthly premiums for vision insurance - YEP does not contribute. This can change each year, but usually ranges from \$8-\$12/month per individual.

Retirement Planning. YEP matches employee contributions made to the organization's 403(b) tax sheltered annuity. YEP matches all employee contributions up to 6% at a rate of 50%. YEP's total maximum employer contribution is 3% of an employee's salary. Employees can contribute more than 6%, however anything over 6% will not be matched by YEP. The match is available to all full-time employees after six months of employment with YEP. All 403(b) plans belong to the employee if/when they separate from YEP. Additionally, YEP has implemented a loan provision in the 403(b) plan to allow participants to borrow up to 40% of their balance without having to make a taxable withdrawal.

Employee Loan Program. YEP allows employees who have been with YEP at least six months to borrow up to the amount of PTO hours accumulated at no interest, up to 40 hours maximum. Repayment terms are determined at the time the money is borrowed, usually over 6-8 pay periods.

Financial Planning And Savings Program. Through our partnership with PerkUp Financial, YEP employees have access to a program called PerkUp CashStash. This allows employees to open a dedicated savings account where YEP deposits a one-time \$50 contribution upon signup, followed by an option for an additional \$40 match each month thereafter. So for every \$40 an employee saves each month, YEP will match it! Additionally, employees have access to other PerkUp programs including: low interest loans, one-on-one financial coaching, monthly financial education and ongoing incentives and rewards. All New Orleans Firemen's Federal Credit Union Accounts belong to the employee if/when they separate from YEP. PerkUp also holds quarterly CashStash Match Raffles for YEP team members enrolled in the Cash Stash Match

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program in which each quarter two raffle winners receive a match equal to the balance of their CashStash account with a cap of \$1,000.

Paid Time Off (PTO). For the first five years of employment, YEP employees can take as many as 15 PTO days per year - this is in addition to 14 paid holidays. The number of PTO days increases to 20 per year in years six and beyond.