



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY



# WELCOME

Your benefits are an important part of your overall compensation. Our competitive benefit plan options are specifically designed around our Y values to support our staff and their families on the path to healthy living. You'll have the peace of mind that comes from knowing you are protected from the costs of unexpected illness or accidents.

## BENEFITS SUMMARY

We are pleased to offer a comprehensive array of quality benefit packages to protect your health, your family and your way of life.

## Full Time

### BENEFITS PROVIDED



**FREE YMCA MEMBERSHIP**  
Receive a free Y Membership.



**LIFE INSURANCE**  
The Y provides basic life and AD&D insurance. Additional voluntary life insurance is available.



**HEALTH INSURANCE**  
Two medical plans offered to meet varying needs.



**PROGRAM & CHILD CARE DISCOUNTS**  
Discounts available for y programs and child care.



**VISION INSURANCE**  
FREE with any medical plan.



**WELLNESS WORKS**  
Rewards program where healthy activities earn participating employees prizes.



**DENTAL INSURANCE**  
Preventative services offered at no additional charge, including two cleanings and two oral exams per year.



**WORKING ADVANTAGE**  
Discounts for employees on travel, movie tickets, electronics, pet insurance and more.



**PAID TIME OFF (PTO)**  
Paid time off to be used for sick, vacation & holiday time.



**HEALTH SAVINGS ACCOUNT**  
Save pre-tax money for medical expenses with the high deductible medical plan.



**RETIREMENT SAVINGS**  
403(b) Savings Plan (tax-deferred & Roth option) is a retirement plan available to all employees starting their first day of employment.



**YMCA RETIREMENT FUND PLAN**  
The Y contributes 12% of employee's wages to this plan after meeting eligibility requirements.



**SHORT & LONG-TERM DISABILITY**  
The Y offers insurance to prevent the loss of income due to disability/injury/illness.



**EMPLOYEE ASSISTANCE PROGRAM**  
EAP provides help balancing life's challenges through counseling and legal & financial advice.



**TEXTCARE**  
24/7 on-demand care through text with a board certified provider. Free to medical plan participants.