



Explore our comprehensive range of benefits from health, dental and vision insurance, work/life benefits, Life/LTD, financial, and many others that employees may earn while working in the organization.

This is a brief description of KIPP Capital Region benefits for 10/12 month full-time eligible employees, which begins the first of the month following your date of employment.

## HEALTH INSURANCE

KIPP Capital Region provides an **Empire Blue Cross EPO** network health & prescription drug insurance plan to all employees working 30+ hours a week with a generous employer-funded HRA that covers 90% of the deductible.

## WORK/LIFE INTEGRATION

- **Paid School Breaks and Holidays** (school breaks may vary depending on role)
- Generous **Paid Time Off**
- Educational and Professional Development Assistance up to **\$2500 per school year**
- **Daycare Services** w/Infinite Care at KIPP

## EMPLOYEE ASSISTANCE PROGRAM

The free, voluntary, and confidential program offers Counseling, Legal Consultation, Financial Consultation, ID Recovery, Wellness Support, Dependent Care, Daily Living Resources & Crisis Consultation.

## VOLUNTARY BENEFITS ADD-ONS

- **FSA Medical** to covers pre-tax medical expenses
- **Dependent Care** to set aside pre-tax \$ for dependent care expenses.
- **AFLAC**: Individualized supplemental insurance
- **Personal Lines of Insurance** – Life, Auto, Home and much more with 24/7/365 claims service

## LIFE, AD&D, AND LONG TERM DISABILITY INSURANCE

- **Life and Accidental Death and Dismemberment** Insurance covers 3x annual salary up to \$200,000 distribution to beneficiaries
- **Long Term Disability** coverage provides 67% of your monthly income up to \$5,000

## 403(b) PLAN & FINANCIAL WELLNESS RESOURCES

- **Generous Employer Match: 6%** for the first 9 years, then **9%** matching thereafter.
- **Vested after the 1<sup>st</sup> year of employment.**
- Financial Wellness Library, Webcasts, and CFP Certified Coaches available via chat or by phone to tailor your future savings plan.

## ADDITIONAL BENEFIT PERKS

- International Travel Medical, Dental, and Vision Coverage
- Pet Insurance
- Telehealth Services 24/7/365
- Enhanced Health & Wellness Services
- Health & Benefits Mobile App
- Healthy Living & Workplace Perks up to **\$1100** in Rewards.

## DENTAL & VISION INSURANCE ( In and Out of Network Coverage)

- **Dental Insurance** – Preventative and diagnostic care at up to 100% when you see a dentist within the network. That includes x-rays, cleaning, and exams.
- **Vision Insurance** – Covers checkups and eye exams (adult and pediatric) and eligible allowances for glasses or contacts. Coverage renews annually.