



## Sarah Best Strategy - Benefit Summary

Benefit	Description
Dental Insurance – Delta Dental (Employees working 20+ hours/week)	Annual Max: \$1,000 Deductible: \$50 single / \$150 family Preventive/Diagnostic Services: 100% Basic Restorative Services: 80% Major Restorative Services: 50% Waiting Period: 1 <sup>st</sup> of month after 30 days  Employee Premium: \$40.83/month Family Premium: \$110.04/month  <b>*Subject to a minimum of 2 participants</b>
Vision Insurance – Delta Dental (Employees working 20+ hours/week)	Frame/Contact Allowance: \$150/\$150 Copay (exams/standard plastic lenses): \$10/\$10 Frequency (exams/lenses or contacts/frames): 12/12/12 Waiting Period: 1 <sup>st</sup> of month after 30 days  Employee Premium w/ Dental: \$6.27/month EE + 1 Premium w/ Dental: \$11.94/month Employee + 2+ Premium w/ Dental: \$18.74/month  Employee Premium w/out Dental: \$6.46/month EE + 1 Premium w/out Dental: \$12.31/month EE + 2+ Premium w/out Dental: \$19.31/month  <b>*Subject to a minimum of 2 participants</b>
Basic Life / AD&D – Sun Life (Employees working 20+ hours/week)	Maximum Benefit Amount: \$10,000 Employer paid Non-Voluntary – participation required Waiting Period: 1 <sup>st</sup> of month after 3 months
Short Term Disability – Sun Life (Employees working 20+ hours/week)	Benefit Amount: 60% Maximum weekly benefit: \$1,500 STD start date: 8 days Maximum benefit period: 12 weeks Employer paid Non-Voluntary – participation required Waiting Period: 1 <sup>st</sup> of month after 3 months
Long Term Disability – Sun Life (Employees working 20+ hours/week)	Benefit Amount: 60% of monthly earnings Maximum monthly benefit: \$6,000 Elimination Period: 90 days Minimum benefit: \$100



# SARAH BEST STRATEGY

	<p>Employee paid: Ranging from \$0.14-\$1.30 per month depending on your age</p> <p>Waiting Period: 1<sup>st</sup> of month after 3 months</p>
<p>Employee Assistance Program (EAP) (All classifications except Limited Term Employees)</p>	<p>To help manage overall well-being, team members have a wide array of support services available through EAPBusiness Class. This benefit offers team members someone to talk to and resources to consult whenever and wherever you need them. Available support services and resources include, but are not limited to, child-care and elder-care, attorney/legal services, relationship issues, grief, and financial expertise.</p> <p>If you are looking for help to solve a problem, relieve a bit of stress, or take care of an issue before it becomes unmanageable, the EAP can provide problem assessment, short-term counseling, and referral to appropriate community and private services. Support, resources, and information from the EAPBusiness Class can be accessed 24/7 at 877.595.5281 or online at <a href="http://guidanceresources.com">guidanceresources.com</a>. When accessing the EAP online, use EAPBusiness as the Organization Web ID when registering. Three virtual or face-to-face visits per occurrence, per person, per calendar year with experienced clinicians to help address personal concerns are available.</p> <p>The EAP is strictly confidential and designed to safeguard your privacy. All counselors are guided by a professional code of ethics and no information related to your participation in the program is shared with Sarah Best Strategy.</p> <p>In response to employees requests, our team has compiled a <a href="#">list of links</a> to mental health providers in the Chicago area with demonstrated experience and focus on cultural competence and/or LGBTQIA+ communities. If you would like us to explore providers in other geographic regions or with practices focused on other communities, please let us know.</p>
<p>Retirement 401K – 401Go (All classifications except Limited Term Employees)</p>	<p>To be eligible, employees must be:</p> <ul style="list-style-type: none"><li>a. 18 years of age</li><li>b. 3 months of service</li></ul> <p><b>If you do not make an election, you will be auto enrolled at 6% pre-tax contribution.</b></p>



# SARAH BEST STRATEGY

	<p>The company offers discretionary match which is funded based on budget. No match is planned at this time. Vesting is 100%</p>
<p><b>Professional Development</b> (All classifications except Limited Term Employees)</p>	<p>It is important to Sarah Best Strategy's success that team members continue to develop professionally. We welcome your ideas on how you would like to grow in your position and will contribute up to \$250 towards your professional development each calendar year.</p>
<p><b>Wellness &amp; Mindfulness</b> (All classifications except Limited Term Employees)</p>	<p>We encourage team members to be mindful and take care of themselves during and outside of work. During the workday, we encourage you to be mindful and take a break when needed especially when working at your desk for long periods of time. Outside of work, we encourage you to participate in activities that support your wellbeing. Sarah Best Strategy will reimburse you up to \$50 per calendar year for these wellness activities.</p>
<p><b>Wellness Time</b> (All classifications except Limited Term Employees)</p>	<p>We hope that when you are ill, you will take care of yourself to better aid in your own recovery. Team members will be given 24 hours of paid wellness (sick) time at the beginning of each calendar year to be used for their own wellbeing, to care for an ill or injured family member or for medical appointments, or for any other purpose required by applicable local or state law. Wellness time is not able to be carried over to the next year or paid out at the end of employment.</p>
<p><b>Vacation Time</b> (All classifications except Limited Term Employees)</p>	<p>All Team Members will be eligible for vacation based on their regularly scheduled hours.</p> <p>Full-Time and Part-Time Benefits Eligible Team Members will receive twice the amount of vacation as their regularly schedule hours per week. If a Team Member regularly works 20 hours per week, they will be eligible for 40 hours of vacation.</p> <p>Part-Time Team Members regularly scheduled up to 10 hours per week will receive 10 hours of vacation time. Team Members regularly scheduled to work between 11-19 hours per week will be eligible for 20 hours of vacation.</p>
<p><b>Holidays</b> (Employees working 40 hours/week)</p>	<p>Sarah Best Strategy will not conduct regular business on the following holidays:</p> <ul style="list-style-type: none"> <li>● New Year's Day</li> </ul>



# SARAH BEST STRATEGY

	<ul style="list-style-type: none"><li>● Martin Luther King Jr. Day</li><li>● Memorial Day</li><li>● Juneteenth</li><li>● Independence Day</li><li>● Labor Day</li><li>● Thanksgiving Day</li><li>● Christmas Day (Flex Holiday)</li></ul>
<b>Memberships</b> (All classifications except Limited Term Employees)	<p>Sarah Best will provide a Costco membership to eligible team members. If a team member does not regularly shop at or live near a Costco, the team member will be provided gift cards to another location of their choice in the amount of the Costco Gold Star membership level.</p> <p>Sarah Best Strategy is a member of the WI LGBT Chamber of Commerce, and their events are open to all SBS team members. You are invited to attend events for professional development, networking, or for personal support.</p>
<b>Community Involvement</b> (All classifications except Limited Term Employees)	<p>You are encouraged to give back to your community by giving your time and sharing your professional talents. To support your time and involvement, eligible team members may receive up to eight hours of pre-approved paid time each calendar year to volunteer at a non-profit organization, school or other similar organization of your choice.</p> <p>Sarah Best Strategy also supports team member involvement in professional organizations and service on nonprofit boards.</p>
<b>Bicycle Benefits</b> (All classifications except Limited Term Employees)	<p>For those Team Members who enjoy cycling or commuting around town, we offer Bicycle Benefits. This program is available in some cities and offers discounts at local businesses. All you need is the Bicycle Benefit sticker on your helmet.</p>