

Benefits Summary 2023

Updated January 2023

- **Employer-Paid Health Insurance:** We provide employer-paid health insurance coverage for our full-time, permanent staff members.
 - Staff members have the option to purchase health insurance coverage for their dependents through the following monthly contributions: \$100 to cover a spouse or domestic partner; \$100 to cover a child or children; \$200 to cover the family
- **Flexible Spending Account & Dependent Care Spending Account:** Members of the team can contribute to a FSA and a Dependent Care Account which allows you to set aside money from your paycheck, pre-tax, to pay for healthcare and dependent care expenses.
- **Retirement Contributions:** Dogwood Alliance contributes an amount equal to 2% of your salary to your SIMPLE IRA retirement savings plan.
- **Paid Time Off:** At Dogwood Alliance, we recognize the importance of work-life balance and the value of time off for our employees. There's different kinds of Paid Time Off available for staff: Personal Days, Paid Vacation, Holidays, Half-Day Refreshers, and Sabbatical for full-time employees.
 - **Personal Days:** Full-time staff are eligible for 10 personal days every year; the amount is prorated based on start-date.
 - **Paid Vacation:** Paid vacation is based on years of service and is accrued quarterly.
 - Years of Service and corresponding annual vacation days:
 - 0-2 years service = 15 days annually
 - 3-6 years service = 20 days annually
 - **Holidays & Winter Break:** We observe 10 paid holidays, including a special day during the week of your birthday. Additionally, we have a 5-day Winter Break to enjoy quality time with loved ones.
 - **Half-Day Refreshers:** Employees are entitled to 3.5 hours off every other Friday to recharge and maintain work-life balance.
 - **Sabbatical:** Full-time employees become eligible for a paid sabbatical after completing 5 years of service. The sabbatical includes four weeks of paid time off to pursue personal interests, professional development, or relaxation.
- **Development Fund:** Professional development opportunities & fund: Employees are eligible for \$1000 in professional development funds to use for role-related development & training.
- **Remote Work Stipend & Workspace Set Up Reimbursement:** Staff get \$150 dollars a month to offset any costs related to remote work as well as a one-time \$350 reimbursement to help set up a great office space at home.
- **Co-Working Support:** Staff in Asheville have access to [Hatch](#), a co-working space in central Asheville. Geographically dispersed staff can request a \$100 dollar reimbursement every month for any co-working membership of their choice.
- A supportive, flexible and mission-driven work environment.