

Education Resource Strategies is committed to offering a total compensation package (salary & benefits) that competitively meets our employees' needs and aligns with our core values and non-profit mission.

## Medical Insurance\*

Medical insurance is available via Blue Cross Blue Shield. Employees based in New England may choose between a PPO plan and an HMO plan. The only plan available to employees outside of New England is the PPO plan. Both plans include Hospital Choice Cost Sharing, providing lower cost options for hospitals and services should a team member opt into this.

ERS covers 75% of the cost of medical insurance premiums for eligible employees. Additionally, ERS funds Health Reimbursement Accounts (HRAs) for eligible deductible expenses and copays. This means team members and their enrolled dependents never pay more than a \$500 deductible per plan year. Below are the monthly employee contribution amounts for each plan.

Coverage Level	HMO	PPO (New England resident)	PPO (Not a New England resident)
Individual	\$167.02	\$200.65	\$175.43
Employee & spouse/domestic partner**	\$334.04	\$401.28	\$350.85
Employee + child(ren)	\$299.73	\$360.07	\$314.82
Family**	\$505.16	\$606.82	\$530.57

\*\*If a team member's spouse/domestic partner has health insurance coverage available to them through their employer but chooses to enroll in health insurance through ERS instead, a \$200 spousal surcharge will be added to this amount.

## Employee Assistance Program

Team members and their enrolled dependents benefit from an Employee Assistance Program (EAP). This program provides mental health counseling, legal services, and financial services free of (or at a reduced) cost.

## Dental Insurance\*

Dental insurance is available through Blue Cross Blue Shield. ERS pays 50% of the annual premium. The cost in 2024 to employees is: \$19.88/month for an individual or \$57.79/month for family coverage. Dental insurance covers 100% of diagnostic and preventative services, 80% of basic restorative services, and 50% of major restorative services. The maximum calendar year benefit is \$1,000.

## Vision Insurance\*

Vision insurance is available through EyeMed. Although the vision insurance is 100% employee funded, the cost is low. The cost to team members in 2024 is: \$8.10/month for an individual, \$15.38/month for employee and spouse/domestic partner, \$16.19/month for employee and child(ren), and \$23.80/month for family. Vision insurance provides coverage towards services such as annual eye exams and contact lens fittings. The plan requires small co-pays but includes allowances and discounts for frames and contacts.

## Flexible Spending Accounts, Dependent Care Accounts, and Commuter Benefits\*

ERS offers Flexible Spending Accounts (FSA) and Dependent Care Accounts (DCA). This option allows team members to deduct dollars from their monthly paycheck pre-tax. In 2024, team members can set aside a maximum of \$3,200 annually in their FSA for a wide range of eligible healthcare costs, including medical, dental, vision, prescription expenses, and over-the-counter medications. In 2024, the DCA allows up to \$5,000 per family annually for dependent care expenses, including daycare and summer camp costs. The flexible spending and dependent care accounts are use-it-or-lose-it, so any funds left in these accounts at the end of the plan year will be forfeited. Therefore, we encourage team members to be thoughtful about the amount(s) they set aside each year.

ERS offers a Transit Account for employees. This option allows team members to deduct dollars from their monthly paychecks pre-tax to use for eligible commuter-related transit expenses. In 2024, team members can set aside a maximum of \$315 monthly. Balances rollover from year-to-year for active employees. Contributions can be changed or canceled at any time.

## Life Insurance, Long-Term Disability, and Short-Term Disability Benefits\*

ERS pays the full cost of life insurance coverage equal to one year of salary.

In addition, ERS pays the full cost of long-term disability and short-term disability benefits. This benefit pays a team member's salary at 60% of the insured earnings after taxes, at a maximum of \$10,000/month for long-term disability or \$2,000/week for short-term disability. For long-term disability payouts to be tax-free, the premium will be deducted from team members' paychecks each month.

\*Team members working at least 30 hours/week are eligible for medical insurance, dental insurance, flexible spending accounts, dependent care accounts, commuter benefits, life insurance, long-term disability, and short-term disability benefits.

### 403(b) Retirement Plan

ERS maintains a voluntary 403(b) Defined Contribution Plan for the benefit of its team members. The plan is administered by OneAmerica. A team member may contribute up to the maximum annual amount allowable by law into their 403(b) account. ERS will match 403(b) contributions for team members working at least 20 hours/week according to the following schedule:

- During the first year of employment, there is no match.
- After the month of an employee’s one-year start date anniversary, ERS will match 25% of employee contributions, up to 5% of salary
- After the month of an employee’s two-year start date anniversary, ERS will match 50% of employee contributions, up to 5% of salary

The company match is 100% vested immediately upon payment. Employee’s retirement contributions are deducted from payroll. Employees can choose between a traditional pre-tax contribution into a 403(b) plan or a post-tax contribution into a Roth account.

### Education Support

#### Continuing Education

Because we value the professional development of all our team members, ERS provides partial education reimbursement to eligible team members. To be eligible for this benefit, a team member must be in good standing and must work at ERS full-time (.8 FTE or higher) for at least two consecutive years.

This benefit applies to qualified graduate programs, undergraduate programs, and individual coursework relevant to their work. Programs and individual coursework will be reviewed by the ERS Leadership Team to determine the program’s relevance or course’s relevance to the team member’s work.

A team member can leave ERS for a higher education program and return with a service commitment. Team members can also continue working at ERS while they take a course or earn a degree. For more information, including specific amounts provided, please contact the Human Resources (HR) Team.

#### Federal Public Service Loan Forgiveness

Because ERS is a registered 501(c)(3) organization, in certain circumstances, student loan forgiveness may be available to employees. Employees are encouraged to take advantage of this opportunity as it exists and is possible. ERS provides employment verification when needed. For more details about this, please consult resources from the U.S. Department of Education.

#### Student Loan Support for Pell-Eligible Team Members (With an MBA, MPA, or MPP)

ERS offers a one-time payment of \$20,000 for student loan support to new hires who have completed a Master of Business Administration (MBA) or a Master of Public Administration (MPP/MPA) and who received a PELL grant or equivalent from their undergraduate or graduate institution. ERS will pay the student loan support in two installments: \$10,000 to qualified employees on their first day of employment and an additional \$10,000 upon completion of one year of employment if in good standing at ERS. Should a team member’s employment with ERS end before the 12-month anniversary of their start date, they may need to pay back up to \$10,000.

### Other Benefits

In addition to the benefits outlined above, we provide other rewards and services to live our core value of *people first*:

Paid Time Off	Commitment to Learning	Organizational Culture & Initiatives
<ul style="list-style-type: none"> <li>• Vacation time: Full-time employees accrue 3 weeks/year. This increases to 4 weeks/year after an employee’s 5-year anniversary. Associate Directors, Managers, and Directors also accrue 4 weeks/year. Partners accrue 5 weeks/year.</li> <li>• Sick time: 3 weeks per year****</li> <li>• 13 holidays</li> <li>• Jury duty</li> <li>• Parental leave, family leave***, medical leave***, and service member leave***</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly ERS lunches</li> <li>• ERS Weeks: Quarterly opportunities for organization-wide community building and professional learning</li> <li>• Professional development and growth opportunities, including workshops and access to funding</li> </ul>	<ul style="list-style-type: none"> <li>• Buddy and coach programs</li> <li>• Annual Retreat (Overnight)</li> <li>• Org-wide socials (Holiday party, BBQ, etc.)</li> <li>• Office snacks and refreshments</li> <li>• Fitness center</li> <li>• Schedule flexibility: We work in ways that support our individual needs, the needs of our families, and the needs of our teams and organization. We have flexibility to meet work-life demands and maximize excellence in execution, especially impact.</li> </ul>

\*\*\*For team members that qualify based on state law; \*\*\*\*For full-time team members