

# BENEFITS SUMMARY

SUPPORTING THE HOLISTIC WELL-BEING OF OUR TEAM & THEIR FAMILIES



At PSU Foundation, we offer a highly competitive benefits package that reflects our values in work-life balance and wellness for our team. We believe that a meaningful benefits program promotes holistic well-being for our employees and their families.



## HEALTH & WELL-BEING

PSU Foundation is pleased to provide medical, dental, and vision insurance to full-time employees and their families, including domestic partners. Eligible employees (those working 30 hours or more per week) are eligible for health coverage on the first of the month following date of hire.

### Medical

Two medical plans through Regence BlueCross.

The Base Plan provides 100% premium coverage for employees.

PPO Base

\$2,000 individual deductible

\$4,000 family deductible then 20% coinsurance.

PPO Buy-Up

\$500 individual deductible

\$1,000 family deductible then 20% coinsurance.

### Dental

Two dental plans, both of which provide 95% premium coverage for employees and their eligible dependents.

Delta Dental

\$50 individual deductible

\$150 family deductible. Maximum annual benefit of \$1,500.

Willamette Dental

No deductible. No maximum annual benefit. Orthodontia included.

### Vision

Coverage through Vision Services Plan (VSP), which provides 95% premium coverage for employees and their eligible dependents.

The plan covers eye exams, frames, and contact lenses.



### Short Term Disability

Voluntary Short Term Disability coverage that provides 60% of employees' basic weekly earnings (up to \$2,500 per week) for up to 11 weeks.

### Long Term Disability

Employer-provided Long Term Disability coverage that provides 60% of employees' basic weekly earnings (up to \$10,000 per month).

### Life Insurance

Employer-provided basic group term life insurance and accidental death and dismemberment (AD&D) insurance.

Employees have the option to enroll in voluntary supplemental group term life and AD&D insurance for themselves and their spouse/domestic partner and children.

### Employee Assistance Program

We offer an employee assistance program to all employees, which provides employees and their family members with no-cost confidential counseling services. The EAP supports employees with personal and professional challenges, including family life, parenting, relationships, legal and financial advice, and stress management.

# WORK-LIFE BALANCE

## Paid Time Off (PTO)

We offer employees a generous Paid Time Off (PTO) program to ensure our team has the opportunity to take time away from work for vacation, sick time, personal time, additional bereavement leave, family medical leave, and any other time needed to take care of themselves.

Regular full-time employees accrue PTO hours according to the schedule below. Regular employees who work 30-39 hours per week accrue PTO on a prorated basis. Accrual begins on first day of employment. Employees are eligible to use PTO after 90 days of employment has been successfully completed.

Years of Employment	Annual Accrual in Hours	Annual Accrual in 8-Hour Days
0 - 4 years	272 hours	34 days
5 - 9 years	296 hours	37 days
10+ years	312 hours	39 days

## Additional Paid Time Offerings

Regular full-time employees are eligible for several other offerings:

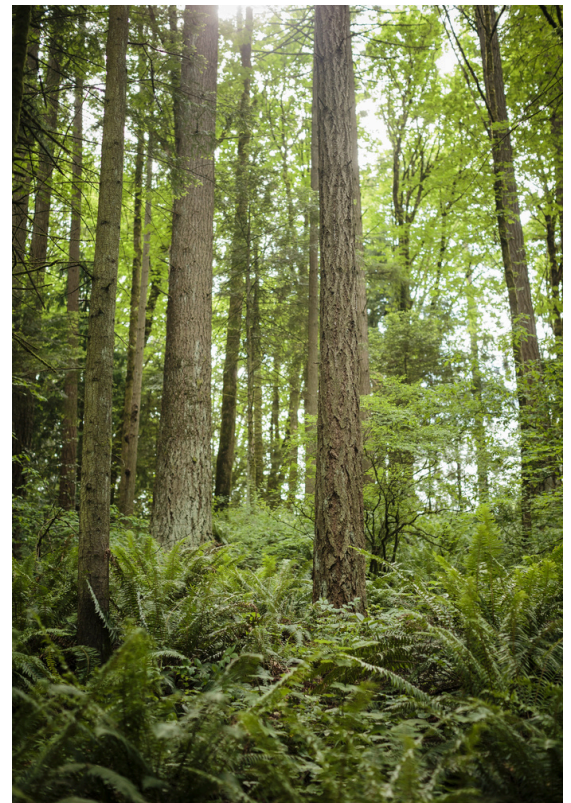
Paid Holidays - 10 paid holidays, including one Floating Holiday for employees to use on a day that is special to them

Paid Volunteer Time – 8 hours per year to use for volunteering to support meaningful causes

Bereavement Leave - Up to 5 days of paid bereavement leave for the death of a family member

## Hybrid Work Model

We offer a hybrid work model for eligible positions to support work-life balance for our team. Hybrid work is subject to leadership approval and eligible employees may telework in Oregon or Washington 2-3 days per week.



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## FINANCIAL SAVINGS

### Retirement

401(k) plan through Fidelity. PSU Foundation contributes up to 12% of employee's salary. 6% of employer contributions are subject to an incremental 5-year vesting schedule.

Employees are eligible to contribute if they are 21 years of age or older after 6 months of employment. The Foundation begins contributions after 1 year of employment.

### Flexible Spending Account (FSA)

Voluntary Healthcare FSA for employees to set aside pre-tax dollars to pay for qualified medical expenses.

### Dependent Care Assistance Plan (DCAP)

Voluntary DCAP for employees to help pay for the care of qualifying dependents.

## PROFESSIONAL DEVELOPMENT

### Flexible Spending Account (FSA)

We offer regular trainings, workshops and professional development opportunities for our employees to continuously elevate our knowledge, skills and experience. We also have a dedicated organizational budget for professional development, trainings and conferences.

### PSU Tuition Discount

PSU Foundation employees are eligible for the Tuition Assistance benefit through Portland State. Eligible employees may register for classes at PSU and pay 30% of the resident per credit hour in-state tuition rate. This benefit may be transferred to two eligible family members per term.



## ADDITIONAL PSU-AFFILITATED BENEFITS

- Preferential access to The Helen Gordon Child Development Center
- PSU Identification Card, which offers admittance to PSU events, PSU Millar Library, and free transit on the Portland Streetcar
- Discounted Tri-Met and C-Tran Transit Passes from PSU Transportation Department
- Eligibility to purchase PSU Parking Permits from PSU Transportation Department (for car and/or bike)
- Eligibility to join PSU Recreation Center for \$45/month