

YMCA OF THE ROCKIES
YEAR-ROUND BENEFITS & DISCOUNTS

BENEFITS	WHO PAYS	ELIGIBILITY	YOU RECEIVE
EMPLOYEE HEALTH INSURANCE	YMCA of the Rockies / Employee	1 st day of the month after 60 days of employment	UnitedHealthcare medical insurance
DEPENDANT HEALTH CARE COVERAGE	YMCA of the Rockies / Employee	Once employee becomes eligible	UnitedHealthcare medical insurance
EMPLOYEE VISION INSURANCE	YMCA of the Rockies / Employee	1 st day of the month after 60 days of employment	When UnitedHealthcare medical insurance is enrolled, Eyemed is automatically enrolled
DEPENDANT VISION COVERAGE	YMCA of the Rockies / Employee	Once employee becomes eligible	When UnitedHealthcare medical insurance is enrolled, EyeMed is automatically enrolled
EMPLOYEE DENTAL INSURANCE	YMCA of the Rockies / Employee	1 st day of the month after 60 days of employment	Cigna dental insurance
DEPENDANT DENTAL COVERAGE	YMCA of the Rockies / Employee	Once employee becomes eligible	Cigna dental insurance
GROUP LIFE INSURANCE (BASIC TERM LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE)	YMCA of the Rockies	1 st day of the month after 60 days of employment	Life insurance policy equivalent to 1x annual salary
VOLUNTARY LIFE INSURANCE, CRITICAL ILLNESS, ACCIDENT	Employee	1 st day of the month after 60 days of employment	Reliance Standard - Optional coverage for employee, spouse & children
RETIREMENT FUND	YMCA of the Rockies	1 st month after 2 years of employment; or 1,000 hours of service during each of any 12-months period	The equivalent of 12% of your annual salary
TAX-DEFERRED ANNUITY & AFTER-TAX ACCOUNT	Employee	Upon employment	YMCA Retirement Fund 403(b) Saving Plan, Health Savings Account, TASC Flexible Spending Account- Employee can contribute additional money from salary
VACATION TIME	YMCA of the Rockies	After 30 days of employment	See handbook for specific accruals and guidelines
HOLIDAY TIME	YMCA of the Rockies	After 30 days of employment	9 floating holidays to use per calendar year, must be used by 12/31 *See handbook for specific guidelines
SICK TIME	YMCA of the Rockies	After 30 days of employment	1 day/month accrued; unused carry over at end of year; max accrued is 120 days
BEREAVEMENT TIME	YMCA of the Rockies	After 30 days of employment	Up to 5 paid days (see handbook for specific guidelines)
OTHER LEAVES OF ABSENCE (JURY DUTY, FMLA, MILITARY, ETC)	YMCA of the Rockies	Varies	See handbook for specific guidelines

EDUCATIONAL ASSISTANCE AND LEADERSHIP TRAINING	YMCA of the Rockies / Employee	Varies	Eligible upon approval if the cost of tuition for academic, vocational classes or professional certifications to be job related
YMCA MEMBERSHIP FOR EMPLOYEE & FAMILY	YMCA of the Rockies/Employee	Upon employment	Use of most facilities at no cost such as pool, mini golf, tennis, horse shoe pits, sand volleyball, gaga ball & roller rink. A deposit may be required for use of some equipment, refundable upon return.
GRAND PASS	YMCA of the Rockies	Upon employment	Recreation pass available for use via the Snow Mountain Ranch HR Office for skiing, rec center, golfing and other discounts.
EMPLOYEE PROGRAMMING	YMCA of the Rockies/Employee	Upon employment	Unique activities and community building opportunities are planned by the Human Resources Staff Experience Team.
EMPLOYEE LODGING DISCOUNT PROGRAM	Employee	Upon employment	Year-Round employees of the YMCA of the Rockies will be able to reserve overnight accommodations at a significantly discounted rate at Estes Park Center or Snow Mountain Ranch. Deposit is required and standard cancellation rules apply. Information about this can be obtained from the Human Resources Office.
EMPLOYEE DISCOUNT PROGRAM – MEETING ROOMS AND OUTDOOR VENUES	Employee	Upon employment	Year-Round employees of the YMCA of the Rockies will be able to reserve meeting rooms and outdoor venues at a discounted rate at Estes Park Center or Snow Mountain Ranch. Deposit is required and standard cancellation rules apply. Information about this can be obtained from the Human Resources Office.
RETAIL OUTLETS - EPC GENERAL STORE AND SMR GIFT SHOP	Employee	Upon employment	20% discount on merchandise (except sale items).
PROGRAMS – ANY PROGRAM LISTED ACITIVITY (INDIVIDUAL OR GROUP)	Employee	Upon employment	20% discount (advance registration required)
PROGRAMS – PRESCHOOL, DAY CAMP, AFTER-SCHOOL	Employee	Upon employment	50% discount on EPC Preschool, Day Camp or After-School 50% discount on SMR Day Camp (no preschool/after-school) *No additional discounts on registration, lunch or activity fees.

PROGRAMS - SNOWSHOES & MICROSPIKES	YMCA of the Rockies	Upon employment	Staff may check out snow shoes and microspikes from the Program Department free of charge. A deposit may be required for use of some equipment, refundable upon return. *Services and equipment may not be available on high volume days/guests*
CAMP CHIEF OURAY	Employee	Upon Employment	50% discount on Traditional Camp 30% off with a limit of 2 staff children in each individual program.
STAFF WEDDINGS	Employee	Upon Employment	Discount is based on case-by-case basis.
PERSONAL CHECK CASHING	YMCA of the Rockies	Upon employment	Front Desk cashes personal checks payable to YMCA of the Rockies up to \$100 at Estes Park Center and up to \$50 at Snow Mountain Ranch (not YMCA paychecks or third-party checks)
FOOD - PINE ROOM, ASPEN ROOM, & RUSTIC CAFÉ	YMCA of the Rockies	Upon employment	20% discount on total bill (including guests).
HORSEBACK RIDING	Employee	Upon employment	Employee discounts offered for horseback rides and other additional programming provided through the stables. Subject to change by Jackson Stables.
DIRECT DEPOSIT	YMCA of the Rockies	Upon employment – may take 1-2 pay periods to become effective	Paychecks deposited directly to savings or checking accounts
PAY ADVANCE	YMCA of the Rockies	Upon employment	Eligible with hours already worked. A maximum of \$100 per pay advance per pay period and a total of 3 pay advances per year.
RUESCH-GARRIS SCHOLARSHIP	YMCA of the Rockies	Upon employment	Each year, invitations are sent out to YMCA staff members who qualify to apply for an educational scholarship of up to \$1000. Information about this can be obtained from the Human Resources Office.
MINISTRY SCHOLARSHIP	YMCA of the Rockies	Upon employment	Each year, invitations are sent out to YMCA staff members who qualify to apply for an educational scholarship to support graduate students who are pursuing a career in ministry/counseling. A maximum of \$10,000 per person will be awarded to be applied to tuition only. Information about this can be obtained from the Human Resources Office.

NOTES:

- (1) Employee must be currently employed and show proof of employment when arriving to use benefit.
- (2) Prepayment will be required in advance for all services and goods.
- (3) Unless otherwise notes, the discounts programs available will be extended to employees and immediate family members defined as spouse, domestic partner, children, parents (in-laws), brothers and sisters (in-laws), grandparents (in-laws), grandchildren, aunts, uncles, nieces and nephews. Employee must be present and provide YMCA ID at time and location of discount or registration.

This chart represents brief summaries of current YMCA of the Rockies policies and benefits which are not all inclusive and are subject to change without prior notice. The contents of this chart do not constitute an expressed or implied contract of employment. The YMCA of the Rockies reserves the right to add, delete or change policies or practices without notice. The YMCA of the Rockies reserves the right to sole interpretation of these policies. In the event that the above information conflicts with the plan documents, the latter governs.