TOTAL REWARDS

TOTAL REWARDS STATEMENT

Interfaith Outreach believes that employees are key to advancing the vision and mission of the organization. Employee skill and commitment are essential to the impact and effectiveness of our work.

We provide a competitive Total Rewards package to attract and retain employees. We strive to be a place where people love to work.

WORKPLACE ENVIRONMENT

Interfaith Outreach is a great place to work. We create and nurture a welcoming, caring and positive workplace culture and environment by embracing values of respect, integrity, inclusivity and collaboration. We expect all employees to consistently enact these values in their work and communication with others. We create and maintain meaningful work connections based on mutual trust and respect. We value employee input and have a culture that encourages feedback. Additionally, we have fun together in formal and informal ways, including celebrations of individual and team successes and participating in shared learning experiences.

RECOGNITION AND APPRECIATION

We celebrate each other and our work. Interfaith Outreach makes it a practice to recognize and appreciate employees as part of a larger effort to create a culture of gratitude. These activities vary over time, but generally include gatherings with food, employees’ time dedicated to being together in celebration and fun, and intentional appreciation.

PROFESSIONAL DEVELOPMENT

Interfaith Outreach is a learning organization. We value the skills and experiences that employees bring when they join Interfaith Outreach. We embrace learning and education as core staff development values. As adult learners, employees are vitally engaged in and responsible for their own learning, and apply that learning in their work at Interfaith Outreach to set mutually beneficial goals, enhance outcomes, improve work processes, advance the strategic mission of Interfaith Outreach, and contribute to the broader community served. This is achieved through a dedicated employee development budget as well as internal development opportunities. This includes supervision support for employees seeking required professional licensure related to their role.
MONEY

Competitive Compensation
Compensation is based on benchmarking against other Twin Cities nonprofits.

Retirement
Interfaith Outreach offers a 401(k) plan, including a Roth 401(k) option through Trust Point Inc., to employees working at least 20 hours per week. Employees are 100% vested immediately, and Interfaith Outreach is proud to contribute 1% annually. This is a discretionary match for all eligible employees. Employees can also make their own contributions to the plan up to the IRS limit.

INSURANCE & FLEX SPENDING
Regular employees scheduled to work 30+ hours per week are eligible to participate in the following benefit plans:

Health Insurance
We offer a 500/40 health insurance plan through HealthPartners. Employees pay 15% of the premium cost for themselves and 60% for dependents. This benefit includes fitness club discounts, discounts on healthy items, lower co-pay convenience care and no-cost virtual care.

Dental Insurance
We offer a choice of two dental plans through Delta Dental. Employees pay 70% of the premium cost for themselves and 100% for dependents.

Vision
We offer a vision plan through United Healthcare. Employees pay 70% of the premium cost for themselves and 100% for dependents.

Flexible Spending Account
Interfaith Outreach offers a FSA program to help employees working at least 30 hours take advantage of pre-tax dollars for unreimbursed health and dependent care expenses. Employees are able to contribute up to the IRS maximum.

Life Insurance
We offer $10,000 of employer paid life insurance through Reliance Standard. Interfaith Outreach pays the full premium cost. Employees also have the opportunity to elect additional coverage for themselves, their spouse and/or their dependents at their own cost.

Travel Assistance
Travel assistance services are provided as part of the life insurance policy we have through Reliance Standard. This benefit is a 24-hour service providing assistance in medical situations and other emergencies encountered when traveling.

Supplemental Insurance – AFLAC
Employees are able to purchase short term disability, life, accident, hospital confinement, and/or cancer insurance for themselves or their spouses through AFLAC. Employees can take these policies with them if they leave employment at Interfaith Outreach.
TIME OFF

Paid Time Off
Employees working at least 20 hours per week are eligible to participate in the Interfaith Outreach PTO plan. Part-time employees’ PTO hours are prorated. The PTO schedule is as follows:

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Hours (Annual)</th>
<th>Days (Annual)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date of Hire</td>
<td>168 hours</td>
<td>21 days</td>
</tr>
<tr>
<td>Year 2</td>
<td>184 hours</td>
<td>23 days</td>
</tr>
<tr>
<td>Year 3 - 4</td>
<td>200 hours</td>
<td>25 days</td>
</tr>
<tr>
<td>Year 5 - 9</td>
<td>216 hours</td>
<td>27 days</td>
</tr>
<tr>
<td>Year 10+</td>
<td>232 hours</td>
<td>29 days</td>
</tr>
</tbody>
</table>

PAID HOLIDAYS

Regular full-time and part-time employees are eligible for the following paid holidays:

- New Year’s Day
- Martin Luther King Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve Day
- Christmas Day

Holidays for part-time employees are prorated. Interfaith Outreach offers a holiday exchange option to support employees who celebrate other personal and religious holidays.

Bereavement
Interfaith Outreach offers paid bereavement leave (up to 5 days) when employees experience the death of a family member.

Parental, Family, Medical and General Leave
Interfaith Outreach offers general leaves of absence, parental leave and leave under FMLA dependent upon employee needs and eligibility for such leaves.

Paid Medical and Parental Leave
Employees who have been employed by Interfaith Outreach for at least 12 months and are regularly scheduled to work at least 20 hours per week are eligible for up to a maximum of 4 weeks of fully paid leave to care for their own serious health condition or bonding leave for birth/adoption of a child.

PTO Donation
In special cases involving the extended illness or hospitalization of an employee or immediate family member of an employee, Interfaith Outreach employees may voluntarily support each other by donating PTO from their balances.

FLEXIBILITY

Hours
Our work is done over the course of five days a week across a wide range of hours from early morning to late at night. With supervisor approval, employees may have flexibility with their core work schedule based on their role and work duties.

Location
With supervisor approval, employees may have flexibility in working off-site within parameters needed by the role they perform.

DISCOUNTS

Resale Select
Employees receive a 30% discount at Resale Select.
OUR MISSION
To engage the heart and will of our community to respond to emergency needs and create opportunities for all to thrive

OUR VISION
To build a vibrant community where everyone counts and all sectors and systems work together for the good of all

OUR VALUES
• Our community at its best is welcoming, attentive, responsive and inclusive.
• Everyone in our community counts; everyone has an irreplaceable role to play.
• At the heart of our work are relationships built upon mutual respect, trust and accountability.
• Community partnerships provide powerful and life-changing opportunities.
• There is transformative power in giving and receiving.
• We are on this human journey together. The community we build together is more for the sharing or less for the withholding of the gifts of each of us.

OUR COMMITMENT TO DIVERSITY
Interfaith Outreach embraces diversity and is committed to promoting an inclusive environment across all types of difference. Inclusionary relationships are core to our role as an employer, service provider, partner and community leader. We commit to engaging in respectful dialogue, courageous conversations and bold action in service of a community becoming its best.