

## 2025 Intern BENEFITS OVERVIEW

Here's an overview of the benefits available in 2025 for an employee in Intern status.

### PTO

PTO hours are earned based on actual hours worked multiplied by the accrual rate. PTO is accrued bi-weekly and commences on the 1<sup>st</sup> day of employment.

IA/IL/WI Accrual = .025 per actual hour worked up to 40 hours per year

MO Accrual = .034 per actual hour worked up to 56 hours per year

*Please refer to the Employee Handbook for complete details.*

### Employee Assistance Program (EAP) Upon Hire

Free, confidential counseling services are available for you and your immediate family through PAS EAP. Professional counselors are available 24 hours a day, 7 days a week. PAS EAP also offers Financial Resources and Legal Services.

### Bereavement Leave

ImpactLife recognizes that the death of a family member may require time off to be with loved ones, make necessary arrangements, and attend services. All team members are eligible for bereavement leave upon hire. Team members will be paid for hours scheduled on the days they were scheduled to work during the bereavement period. *Please refer to the Employee Handbook for complete details.*

### QUESTIONS? CONTACT:

**Katy Joyce**

**Manager, Employee Benefits and Leave Administration**

(563) 551- 8938 | [kjoyce@impactlife.org](mailto:kjoyce@impactlife.org)

**Cali Milligan**

**Benefits Coordinator**

(563) 551-8998 | [cmilligan@impactlife.org](mailto:cmilligan@impactlife.org)