# 2027 PRN
# BENEFITS OVERVIEW

**ImpactLife is committed to helping you and your family maintain health and financial wellness. Every effort has been made to offer a full range of benefits that can help protect you and your family as your benefits are an important part of overall compensation! Here's an overview of the benefits available in 2027 for an employee in PRN status.**

## RETIREMENT & SAVINGS BENEFITS

**PTO**
PTO hours are earned based on actual hours worked multiplied by the accrual rate. PTO is accrued bi-weekly and commences on the 1st day of employment.
IA/IL/MO/WI Accrual = .025 per actual hour worked up to 40 hours per year
*Please refer to the Employee Handbook for complete details.*

**401(k) Retirement Plan** *1st of month following 30 days*
The 401(k) Retirement Plan allows you to save for retirement. ImpactLife matches 100% for the first 4% of your contributions. *Please note that to be vested in the Employer match you must have worked 1,000 hours in a year (1/1 – 12/31).* Employees have the option to make pre-tax and/or Roth contributions. New employees are automatically enrolled into the Plan at a 6% pre-tax contribution rate. Employees may also receive an annual discretionary contribution from ImpactLife based upon organizational performance. *See the 401k Summary Plan Description booklet for full 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.

**Tobacco Cessation Reimbursement** *Upon Hire*
ImpactLife will reimburse an employee up to $300 for the cost of an approved tobacco cessation program or aid. Medical coverage also includes coverages for Tobacco Cessation.

**Health Club Reimbursement** *Upon Hire*
Eligible employees will receive $50 towards the Health Club Membership every 3 months, with average usage of 2 times per week or more. Can be reimbursed on your paycheck.

**Employee Referral Award** *Upon Hire*
To hire highly qualified, productive employees, ImpactLife offers a $1,000 bonus referral award to employees who refer an applicant who is subsequently hired. See the Employee Referral Policy or contact a recruiter for details.

**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:

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