

## ALTERNATIVES FOR GIRLS

### BENEFIT SUMMARY - FULL TIME REGULAR EMPLOYEES

**HEALTH CARE INSURANCE**-AFG currently offers BCN. One plan that is a 100% AFG paid HMO contract and includes all eligible family members. Additionally, AFG offers voluntary options which include two BCN “buy-up” plans, plus two dental options and a vision plan.

**TIME OFF**-Eligible employees immediately receive 3 personal days which can be used up to the 1-year anniversary. After 6 months, eligible employees begin accruing earned time off (a combination of vacation, sick, and personal time), which can be used immediately upon accruing (with supervisory approval) and hours (up to the cap) are rolled-over from one year to the next. At the end of the first year, full time staff will have earned almost 2.5 weeks off. Each additional year staff may earn almost 5 weeks off. When a staff member leaves AFG, all ETO is paid to the staff.

**HOLIDAYS**-AFG recognizes the following holidays for eligible employees, for a total of seven paid holidays:

- ❖ New Year’s Day
- ❖ Martin Luther King Jr. Day
- ❖ Memorial Day
- ❖ Independence Day
- ❖ Labor Day
- ❖ Thanksgiving Day
- ❖ Christmas Day

**LIFE INSURANCE**- a \$20,000 life insurance policy is 100% paid for the eligible AFG employee. Additionally, AFG offers staff the opportunity to purchase an additional policy for dependents. If you have further questions you may contact Human Resources at [humanresources@alternativesforgirls.org](mailto:humanresources@alternativesforgirls.org).

***Here’s what staff say about working at AFG:***

***Martha, After Care Coordinator: I have grown so much while working here. It’s very rewarding to know I make a difference in people’s lives.***

***Carmen, Residential Coordinator: I love working at AFG. It’s a passion of mine to help youth build bigger and brighter futures and I believe I can do this in my Residential Coordinator role.***

***Zina, Administrative Assistant: I like working at AFG because I feel I am part of the mission and know we make a difference in the lives of the individuals we serve.***

