



Team Member Benefits

Lead For America recognizes the importance of providing accessible benefits for our eligible team members. The information below is meant to provide an overview of plan offerings. Details regarding plan specifics are outlined in each provider's Summary Plan Description, where applicable, and our Team Member policies.

Health Insurance

Lead for America provides a health insurance program available to all full-time employees. Lead For America pays 75% of the premium for employees and 50% of the premium for dependents. In addition, Lead For America offers Dental insurance where the company pays 75% of the premium for employees and 50% of the premium for additional dependents. Lead For America provides paid Vision and Term Life Insurance to full-time employees who are enrolled in the health insurance plan.

401k Retirement Plan

Lead For America provides a 401k program for all full-time employees. Lead For America also provides an employer match. If an employee contributes 5% of their gross wages, the company will make a 50% match, up to 2.5% of the employee's wages to the retirement account. For an employee to have full access to their money, they must be fully vested. Vesting is the amount of time before an employer's contribution is available to the employee. Vesting is on a prorated scale until they are fully vested at 5 years of employment.

Paid Time Off

We appreciate how hard our team members work to support and further the mission of Lead For America. And we understand that time off is important to reset, travel, or spend time with family. Under our Paid Time Off (PTO) policy, we provide an allocated number of days/hours to our full-time team members that they can use for vacation, sick days, or to handle personal appointments.

PTO is earned based on the following length of service, and pro-rated based on date of hire within the calendar year:

Salaried, Exempt Team Members	Days/Year
Less than 1 year	15 days
1-3 years	18 days
4-10 years	20 days
10+ years	25 days

Hourly, Non-Exempt Team Members	Days/Year
Less than 1 year	8 days
1-3 years	10 days

4-10 years	15 days
10+ years	20 days

Paid Holidays

Our full-time team members will be compensated for the LFA-designated holidays listed below. Additionally, because we recognize that team members may have varying religious or cultural holidays, or even their birthday, that they wish to celebrate which may not necessarily coincide with the list below, we provide 2 “floating holidays”.

- New Year’s Day
- Martin Luther King, Jr. Day
- President’s Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day
- Floating Holiday (2)

Parental Leave

Flexibility and family-friendly benefits are essential to cultivating a work culture where team members can thrive professionally without sacrificing essential family time. Our Parental Leave policy exceeds any legal requirement currently, but we are happy to provide up to 12 weeks of parental leave to eligible team members after 1 year of continuous service with Lead for America. Team members are compensated 100% of their regular pay for the first 4 weeks of parental leave.

Professional Development

We encourage our team members to continually further their knowledge and skills to support their personal career goals and the mission of Lead For America. An annual budget of \$750 is provided to each full-time team member to use towards workshops, conferences, certifications, or professional memberships.