

Employees of the Foundation are provided a wide range of benefits. A number of the programs (such as Social Security, workers' compensation, state disability, and unemployment insurance) cover all employees in the manner prescribed by law.

Benefits eligibility is dependent upon a variety of factors, including employee classification. The Foundation Human Resources Department can identify the programs for which you are eligible. Details of many of these programs can be found elsewhere in the employee handbook or through the Human Resources Department.

The following benefit programs are available to eligible employees:

BENEFIT TYPE:	FTR	PTR	SHR	FOL SOL CAS TEM	STU GRA
Medical Insurance (1, 4)	X	X			
Dental Insurance (1, 4)	X				
Vision Insurance (1, 4)	X				
Life Insurance (1, 4)	X				
Long Term Disability (1, 4)	X				
Pension (4)	X	X			
Flexible Benefits Plan (4, 5)	X	X			
CA Unemployment/Disability Ins. (2)	X	X	X	X	X
FICA (2, 3)	X	X	X	X	X
Workers' Compensation (2)	X	X	X	X	X
Vacation (2, 4)	X	X			
Other Paid Absences (2, 4)	X	X			
Holiday (2, 4)	X	X	X		
Educational Assistance (2, 4)	X	X	X		
Employee Identification Card	X	X	X		
American Express Corporate Card	X	X	X		

(4)					
Credit Union Membership (4)	X	X	X	X	X
Direct Deposit	X	X	X	X	X
Employee Assistance Program (2)	X	X	X	X	X

Some benefit programs require contributions from the employee, but most are fully paid by the Foundation.

(1) These benefits become effective on the first of the month following 30 days of employment within an eligible category.

(2) Benefits become effective immediately upon employment within an eligible category.

(3) Full-time students may opt for exemption from FICA.

(4) Additional information about these benefits can be found in a separate benefits explanation pamphlet available in the Foundation Human Resources Department.

(5) Employees become eligible to enroll in this program on January 1st following six months of employment within an eligible category.