



# FOOD FOR FREE

## BENEFITS OVERVIEW

Food For Free (FFF) is dedicated to increasing access to healthy food for all. our incredible team works hard to fight food insecurity, and in return, FFF makes every effort to provide an enjoyable work environment, competitive salaries, and a generous benefits package.



### MEDICAL/DENTAL/VISION

FFF pays 75% of the premium for medical, dental, and vision insurance for employees who work 30 hours or more per week.



### PAID TIME OFF

FFF offers generous time off with 3 weeks of paid vacation time in your first year, 15 paid Holidays, 8 paid Wellness Days, and additional paid time off between 12/26-12/30 for Program and Operations staff.



### FLEXIBLE SPENDING ACCOUNT

FFF offers an optional FSA and DCA account where employees can contribute pre-tax dollars for approved healthcare expenses or dependant care.



### RETIREMENT

FFF offers a 403(b) Retirement Plan and contributes up to \$1,000 per year to participating employee plans. Any discretionary matching contribution is 100% vested immediately.



### LONG TERM DISABILITY AND PAID LEAVE

FFF offers Long Term Disability Insurance to employees who earn less than \$50,000 per year and work more than 30 hours per week at no cost to the employee. FFF also supplements 4 weeks of Paid Family Medical Leave to ensure full salary for this time.



### LIFE INSURANCE

FFF offers all eligible employees working 30 hours per week or more life insurance coverage at no cost to the employee.

*This is just an overview! More details are available from our People & Culture team and the Food For Free Employee Handbook. Email [Sara@FoodForFree.org](mailto:Sara@FoodForFree.org) for more information.*



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## TEAM VALUES

### RESPECT

We cultivate inclusivity, treat all people with dignity, and only assume the best intentions of everyone.

### COLLABORATION

We invest in building relationships, and collectively share a belief that we must work together in order to meet the ever-changing needs of our community.

### RESILIENCE

We are a dynamic and flexible organization rooted in a desire to do what needs to be done in order to overcome the challenges of our food system.

### TRANSPARENCY

We build trust by taking responsibility, holding ourselves accountable, and nurturing an environment where honesty and open communication is welcome and anticipated.

### TEAMWORK

We support each other's diverse range of voices, ideas, knowledge, and skills. We recognize we are only as strong as each other and work together to ensure success.