



Our Benefits

Unique Offerings

D+I COMMITTEES: All employees are invited to participate in our Diversity + Inclusion work. Committees are focused on fostering a diverse organization, providing accessible and equitable growth opportunities, training and education and inclusive storytelling.

FAMILY PERSONALYSIS + TRAINING: Corporate discount offered to EDENS family and friends, including a 1-hour session with a Personalysis expert consultant and an in-depth 6-hour online training course.

STEWARDSHIP AWARDS: EDENS-sponsored two-week sabbatical at 20-year tenure to award our employees time for reflection, inspiration and renewal.

EDENS U: A two-day seminar for new hires led by executive and senior leadership aimed at helping each new employee understand their role in our purpose of enriching communities.

CAREER DEVELOPMENT: To further support our employees' career development and passions, employee's can apply for an EDENS Learning Grant to help further a passion project or additional training.

DA VINCI COMPETITION: Annual employee competition aimed at creative problem-solving and program execution.

SERVICE DAY: Every year, we close our offices for a full day of volunteering in our communities.

Health + Wellness

MEDICAL, DENTAL AND VISION: EDENS offers health, dental and vision benefits. These benefits are administered by BlueCross BlueShield (HDHP & PPO), Delta Dental, and Guardian.

HEALTH SAVINGS ACCOUNT (HSA) & FLEXIBLE SPENDING ACCOUNT (FSA): These benefits offer a pretax savings for our employees on health care and childcare.

WELLNESS REIMBURSEMENT: This program offers a reimbursement of up to \$240/year for wellness related expenses for employees who complete a free, annual biometric screening. This includes: gym memberships, race registrations and diet programs as well as classes and experiences that may support employee mental health and wellbeing such as: Art Classes, Music Lessons, Dance Classes, Meditation Classes / Retreats, Cooking Lessons.

MENTAL WELLNESS | FREE EMPLOYEE ASSISTANCE PROGRAM FUNDED: Access to professional counselors with unlimited telephone assessments, in addition to five (5) free yearly in-person visits with expert counselors, providing confidential assessment for issues related to stress, family/parenting, depression, financial issues, legal issues and more.

Family + Time Away

PARENTAL LEAVE: Parental Leave Policy including maternity coverage and 'bonding' leave covering paternity and adoption leave. Primary Care Giver maternity and adoption coverage up to 10 weeks paid leave and bonding leave up to 2 weeks.

SICK LEAVE: All employees are eligible for sick leave to use for their own physical or mental health, family member's physical or mental health as well as other needs that may arise from public health emergencies and children's school related obligations.

VACATION: Paid vacation for employees to enjoy time away from work.

HOLIDAYS: Nine (9) paid holidays throughout the year.

Financial Benefits

401(K): EDENS makes a discretionary match for the calendar year at the rate of 100% for the first \$3,000 contributed and 50% or the next \$9,000 contributed, for a total of \$7,500 to each vested employee per year.

GROUP LIFE INSURANCE: 1x annual salary, fully funded by EDENS.

ACCIDENTAL DEATH & DISABILITY INSURANCE: 1x annual salary, fully funded by EDENS.

LONG-TERM & SHORT-TERM DISABILITY PLANS: Short-Term Disability is fully funded by EDENS.

Experience

CONNECTIVITY BENEFITS: We know your personal time with family and friends is valuable. Therefore, we provide employees with exclusive access to reduced-rate entertainment experiences and travel.

FREE EMERGENCY TRAVEL ASSISTANCE FUNDED BY EDENS: While traveling, call Assist America 24/7 for immediate help on medical, financial, safety travel emergencies. (Contact: Assist America at +1-800-304-4585.)

TECHNOLOGY DISCOUNTS: Access to Office365 for use on home computer.

