



**fahe**  
Strength in Numbers

## Being a Fahe employee has its perks!

Benefits for regular, full-time employees:

<b>Insurance</b>	<ul style="list-style-type: none"> <li>• Health</li> <li>• Vision</li> <li>• Dental</li> <li>• Life</li> <li>• Short Term Disability</li> <li>• Long Term Disability</li> </ul>	Fahe pays 100% off the premium for employees. Employees have the options to purchase coverage for dependents at their own cost.
<b>Retirement</b>	401 (K)	Available for participation after 90 days of employment. Employee contributions 3%, Fahe matches 3%. Employee contributes 4%, Fahe matches 3.5%. Employee contributes 5%, Fahe matches 4%.
<b>Time Off</b>	Vacation	12 days per year, 18 days per year after 3 years, 24 days per year after 10 years. Accrues 6 days on Jan. 1 and 6 days on July 1. Can use after 90 days.
	Sick	12 days per year, accrues 1 day/month. Eligible after 90 days.
	Community Service	3 days per year for all, additional 2 days for Director and above.
	Bereavement	5 days for spouse, parent or child. 3 days for immediate family member and 1 day for extended family.
	Jury Duty	Employees summoned to serve will not be charged leave time for the time served on jury.
	Voting	Fahe allows sufficient time for employees who for good reason are unable to vote before or after their regularly scheduled work period.
<b>Donating Time Off / Sick Leave Bank</b>		Employees may donate parts of their accrued time off to fellow employees in need. Specific requirements do apply.
<b>Fahe Proud Employee Lending Program</b>		This lending program for employees offers the following benefits: <ul style="list-style-type: none"> <li>• Free credit-pull for qualifications and \$400 appraisal fee</li> <li>• Quarter percent rate reduction based on current pricing for loan type</li> </ul>
<b>ADP Supplemental Insurance Benefits</b> (optional – employee pays 100% of premium)		<ul style="list-style-type: none"> <li>• Term Life</li> <li>• Short-term Disability</li> <li>• Accident Insurance</li> <li>• AD&amp;D</li> <li>• Hospital Indemnity Insurance</li> <li>• Critical Illness Insurance</li> <li>• Legal Services</li> <li>• Flexible Spending Account</li> <li>• Dependent Care Flexible Spending Account</li> </ul>
<b>Holidays</b>		<ul style="list-style-type: none"> <li>• New Year's Eve and New Year's Day</li> <li>• Martin Luther King Day</li> <li>• Good Friday</li> <li>• Memorial Day</li> <li>• Juneteenth</li> <li>• Independence Day</li> <li>• Labor Day</li> <li>• Day of and day after Thanksgiving</li> <li>• Christmas Eve and Christmas Day</li> </ul>