



2026 Benefits Part-Time Employee

Welcome!

FMSC Employee Benefits

Our employees are our most valuable asset. That’s why we’re committed to providing employees with a comprehensive benefit program that supports health and wellness.

Who is Eligible for Benefits?

If you are a regular Part-Time employee scheduled to work less than 30 hours per week, you are eligible to participate in the Feed My Starving Children part-time benefit program.

Vision Benefits

Feed My Starving Children provides vision coverage to eligible employees and dependents. To access a list of in-network providers, please visit www.eyemedvisioncare.com. Employees are eligible for vision coverage on the first of the month following their hire date.

	Vision Plan
Eye Exam	Not covered
Lenses	\$25 copay
Frames	20% off balance over \$130 allowance
	Employee Biweekly Premiums
Employee	\$2.09
Employee & Spouse	\$3.97
Employee & Child(ren)	\$4.18
Family	\$6.15

Employee Assistance Program (EAP)

Feed My Starving Children provides all employees and their family members, at no cost, access to a confidential Employee Assistance Program (EAP) through HealthPartners. Coverage begins on the first of the month following the employee’s hire date.

Paid Time Off (PTO)

Feed My Starving Children provides a PTO program that combines vacation, sick and personal paid time away into one bank of time. During an employee’s first 12 months of regular part-time employment, PTO is accrued at a rate of 0.04 hours of PTO for every paid hour of work. For an employee working on average 20 hours per week, that equates to about 42 hours of PTO during their first year. PTO begins to accrue immediately, and the employee’s PTO accrual increases each year for the first 4 years of employment.

Bereavement Leave

FMSC provides paid bereavement leave to employees who wish to take time off due to the death of a family member*. The amount of time granted depends on the relationship to the employee.

FMSC MarketPlace Clothing Discounts

The MarketPlace Clothing Discount is available immediately.

401(k) Retirement Plan

To help you meet your retirement goals, FMSC will contribute up to 4% matching contributions as shown below. Your contributions and FMSC’s employer match contributions are 100% vested immediately. Employees are eligible on the first of the month following a 2-month waiting period and will be automatically enrolled at 1%. Employees may change their contribution rate at any time. Choose to contribute either pre-tax or post-tax (Roth) deferrals.

Employee Contribution	Employer Match	Total
1%	1%	2%
2%	2%	4%
3%	3%	6%
4%	3.5%	7.5%
5%	4%	9%
>5%	4%	>9%

Making Election Changes During the Year

In most cases, your benefit elections remain in effect for the plan year. You are not able to make any plan changes unless you experience a Qualifying Life Event (QLE) such as marriage, divorce, birth of a child, death, change in employment status, loss of or significant change to your current coverage, enrollment or ceasing to be enrolled in Medicare, Medicaid or CHIP.

All changes must be made within 30 days of the event. You will be required to provide written documentation of the event (ex. a marriage license or birth certificate).

Benefit Resource Center

Feed My Starving Children is excited to offer access to the USI Benefit Resource Center (BRC), which is designed to provide you with a responsive, consistent, hands-on approach to benefit inquiries. The Benefit Specialists at the BRC are experienced professionals and their primary responsibility is to assist you.

The BRC is open from Monday through Friday 8:00am to 5:00pm Mountain and Central Time at 855-874-0742 or via email at BRCMT@usi.com. If you need assistance outside of regular business hours, please leave a message and a Benefit Specialist will return your call or email by the end of the following business day.

Important Contacts

Benefit Type	Carrier	Contact Information
Vision	EyeMed	866-939-3633 Eyemedvisioncare.com
Employee Assistance Program (EAP)	HealthPartners	866-326-7194 Hpeap.com
401(k) Retirement Plan	The Standard	800-858-5420 Standard.com
FMSC Human Resources		763-267-6325 hr@fmssc.org

This brochure summarizes the benefit plans that are available to Feed My Starving Children eligible employees and their dependents. Official plan documents, policies and certificates of insurance contain the details, conditions, maximum benefit levels and restrictions on benefits. These documents govern your benefits program. If there is any conflict, the official documents prevail. These documents are available upon request through the Human Resources Department. Information provided in this brochure is not a guarantee of benefits.

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