



Part-time Employee Benefits Guide

Effective August 1 – December 31, 2019

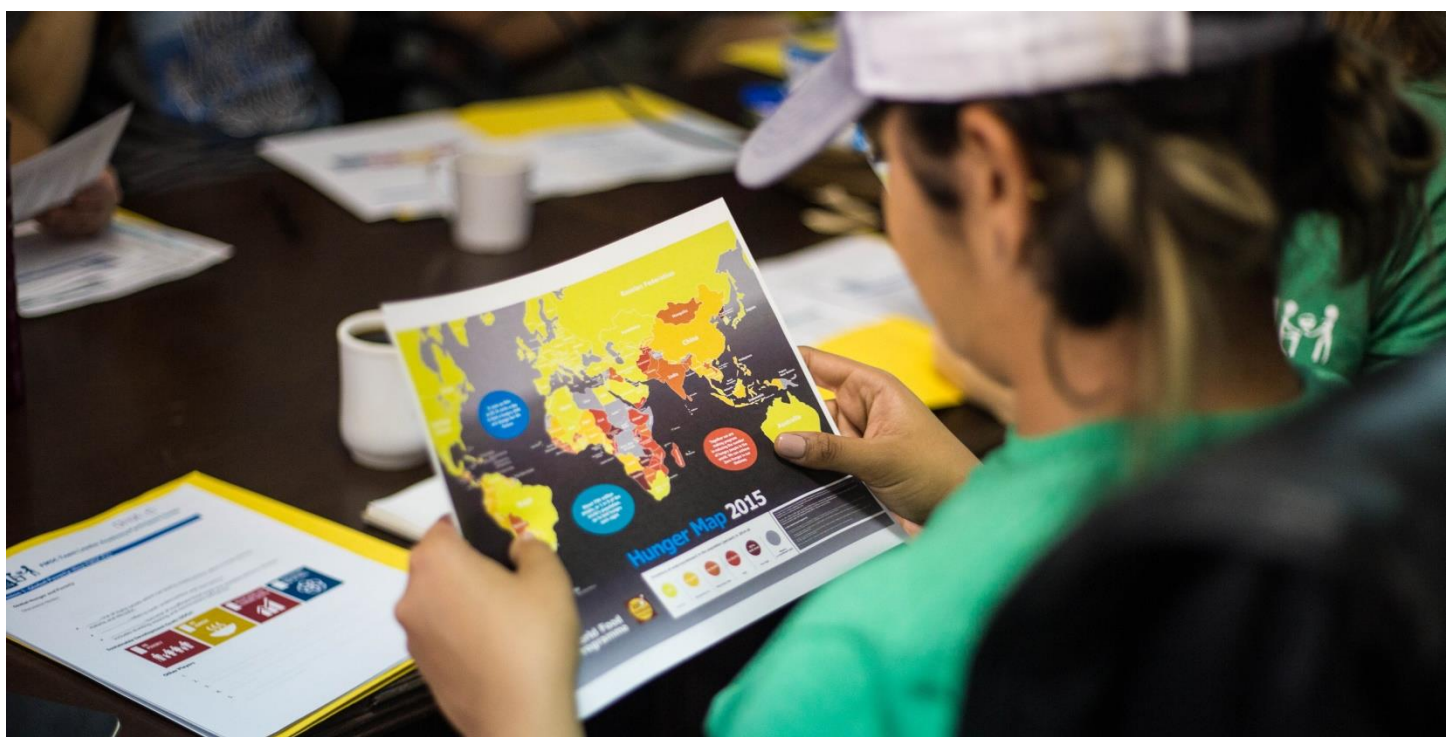
PART-TIME EMPLOYEE BENEFITS GUIDE

Contents

Mission, Vision & Commitment Statements	3
Retirement Plan – 401(k).....	4
Vision Plan.....	5
Paid Sick Time.....	6
FMSC Gear.....	6

“...and if you spend yourselves in behalf of the hungry and satisfy the needs of the oppressed, then your light will rise in the darkness, and your night will become like the noonday.”

- Isaiah 58:10



Mission, Vision & Commitment

Mission

Feeding God's starving children, hungry in body and spirit.

Vision

Through God, Feed My Starving Children (FMSC) will strive to eliminate malnutrition and starvation in children throughout the world by helping to instill compassion in a generation that hears and responds to the cries of those in need, until all are fed.

Our commitment to excellence

We will provide for our employees a satisfying work environment that is based on trust, mutual respect and doing the right thing.

Human Resources mission statement

Strategically partnering in building FMSC's global operations by recruiting, developing, rewarding and retaining our national workforce and aligning it with our Christian mission and values.

Retirement Plan – 401(k)

Who is eligible and when:

All regular employees age 18 or older are eligible to enroll in the plan at any time after they have met the eligibility requirements as shown below. You can change or cancel the deferral election at any time.

New Hire

(You have not previously been employed by FMSC)

- › You will be automatically enrolled in the plan at 1% of pay on the first of the month following a 1-month waiting period. You can change or cancel the deferral election at any time.

Rehire

(You have previously been employed by FMSC)

- › If you were previously employed by FMSC for at least 30 days, you will be eligible to enroll on your first day of employment as soon as administratively possible.

Newly-Eligible

(Your employment status changed from PT On-Demand/Casual to PT Regular)

- › Once you have been an FMSC employee for at least 30 days, you are immediately eligible to enroll as soon as administratively possible.

Plan features:

FMSC provides this benefit to help you save a portion of your income for retirement. To encourage saving for retirement, FMSC will contribute up to 4% matching contributions as shown below:

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

You May:

- › Roll over account balances from a prior employer's plan and/or IRA
- › Defer up to 90% of your eligible compensation
- › Elect to contribute pre-tax or post-tax (Roth) deferrals

Contributions:

- › Your contributions are 100% vested
- › Employer match contributions are 100% vested

Vision Plan

Benefits you receive:

Reduce your out of pocket expenses for eyeglasses and contact lenses by enrolling in this plan. This is a materials-only plan, meaning that exams are not covered. A snapshot of your in-network vision benefits is shown below.

	In-Network Benefits
Exam	Not covered
Frames	\$0 copay; \$130 allowance, 20% discount over \$130
Lenses Single Vision, Bi-Focal, Tri-Focal, Lenticular	\$25 copay
Lenses Progressive (standard) Progressive (premium) Tier 1 Tier 2 Tier 3 Tier 4	\$90 copay \$110 – 135 copay \$110 copay \$120 copay \$135 copay \$90 copay; 20% off charge less \$120 allowance
Contact Lenses Conventional Disposable	\$0 copay; \$130 allowance, 15% discount over \$130 \$0 copay; \$130 allowance, plus balance over \$130
Benefit Frequency Lenses or Contact Lenses Frames	12 months 24 months

Employee Vision Contributions:

Vision plan premiums are deducted from your paycheck on a pre-tax basis. These rates are based on 26 per-pay-period deductions each year.

Tier of Coverage	Employee Per Pay Period Premium	Employee Annual Premium
Employee only	\$2.09	\$54.36
Employee + Spouse	\$3.97	\$103.32
Employee + Child(ren)	\$4.18	\$108.72
Family	\$6.15	\$159.84

Paid Sick Time

Benefits you receive:

Part-time employees accrue 1/30 of an hour of Paid Sick Time for every 1 hour worked, to a maximum of 40 hours per calendar year. Unused Paid Sick Time is carried over from year to year without any limitations on total accumulations; employees may use up to 40 hours per calendar year. See policy in the Employee Handbook for more information.

FMSC Gear

Benefits you receive:

Employees receive 50% off FMSC T-shirts and \$15 off FMSC sweatshirts sold in our MarketPlace.*

*The Donation T-shirt, online purchases, and artisan-created MarketPlace goods are not included.



This document is a summary and is not intended as policy or a complete description of benefits. This document is not a guarantee of benefits and is subject to change at any time. Details of each plan are contained in the plan documents which legally govern the operation of the programs. If there is any conflict between this document and any of the plan documents, the plan documents will always govern.