

# Benefits Summary



## Healthcare Insurance

Noble People offers a comprehensive health plan for eligible employees and their families. Employees may enroll the first of the month following employment.

- Medical, Dental, and Vision insurance through Aetna
- Virtual care with a doctor through Teladoc
- Mental health care with access to Talkspace



## PTO

Noble People provides Paid Time Off (PTO) to eligible employees based on the following tenure in each calendar year of employment:

- 15 days per year from date of hire (pro-rated for first year) through 3rd year
- 20 days per year from 4th year through 5th year
- 25 days per year from 6th year to infinity

Up to 5 days of PTO can be carried over. These days must be used by the end of the following year.

5 days of Sick/Safe leave, to be used for the care, treatment and safety of yourself or family members. Up to 5 days carryover and can be used any time in the calendar year.



## Paid Holidays

New Year's Day (observed)  
Martin Luther King Jr. Day  
Presidents' Day  
Memorial Day  
Juneteenth (observed)  
Independence Day

Labor Day  
Thanksgiving  
Day after Thanksgiving  
Christmas Eve  
Christmas (observed)  
and...

The office is traditionally closed for the majority of time between December 24th through New Year's Day (we may open a half day or two in order keep the work moving). You may also enjoy one day off in honor of your birthday, to be used in your birthday month and two personal days to be used at your discretion (these days are granted on your anniversary each year, but they cannot be taken in conjunction with vacation and do not carry over).



## 401(k)

The Noble People 401(k) plan through John Hancock allows employees to contribute a percentage of pay to a 401(k) retirement plan, up to the IRS annual maximum (\$20,500 in 2022). Noble People offers both a traditional 401(k) option where contributions are made pre-tax or a Roth 401(k) and therefore not taxed upon withdrawal. Additionally, Noble People currently offers a 401(K) 3% non-elective employer contribution after one year of service.



### **Life Insurance**

Life insurance and AD&D coverage providing a death benefit of 1X annual earnings up to \$500K. Noble People pays 100% of this premium.



### **Short-term and long-term disability insurance**

Short-term disability insurance providing income replacement of 60% of your salary up to \$1,500 per week after 7 consecutive days of temporary illness or disability. Noble People pays 100% of this premium.

Long-term disability insurance providing income replacement of 60% of your salary up to \$6,000 per month after 90 consecutive days of illness or injury. Noble People pays 100% of this premium.



### **Sabbatical Program**

Noble People offers a paid Sabbatical Program of 6 weeks after 7 or more consecutive years of employment, and additional 4-week sabbaticals for every subsequent five-year cycle of employment.



### **Summer Fridays**

The entire agency is closed every other Friday from Memorial Day through Labor Day Weekend.



### **Party Time**

We like to celebrate with each other, when we can. Beyond spontaneous get-togethers, our summer party and holiday party are our two big events each year.



### **Other Perks**

Cell phone reimbursement, pre-tax commuter benefits, Flexible Spending Account, daily snacks, and much more.



### **Intangibles - Access to Leadership**

Most people who've worked at Noble People will say they've "learned a lot" here. It's a culture that shares knowledge rather than hoards it. Some of the most valuable learning moments happen around the work, in the open, as it is reviewed with the leadership team. For most people, this accelerates their knowledge, encourages them to consider different ways to think, and provides direct access to leadership—regardless of level.