



HIGH-IMPACT INSTRUCTIONAL SUPPORT

BENEFITS SUMMARY

FEV Tutor prioritizes our team’s physical, mental, emotional, and financial well-being by offering comprehensive benefits options for eligible employees. Full-time employees are eligible for benefits on the first day of the month following their date of hire. For additional information, contact the People team at people@fevtutor.com.



Medical & Prescription Coverage

Optional - Portion paid by Company

Blue Cross Blue Shield Preferred Blue PPO (Gold)

\$2,000 / \$4,000 deductible - in network
(Paid by London Health)

Blue Cross Blue Shield Preferred Blue Basic PPO (Silver)

\$2,000 / \$4,000 deductible - in network
(Half paid by London Health)

Blue Cross Blue Shield Preferred Blue Basic Saver (Bronze) HSA Eligible

\$3,300 / \$6450 deductible - in network
Company makes quarterly contributions to the HSA



Wellness Benefit

FEV Tutor offers additional wellness benefits, including telehealth, maternity support, emergency travel support, an employee assistance program, and annual reimbursements for participation in healthy actions, fitness memberships, and select weight loss programs



Dental Coverage

Optional - Portion Paid by Company

Principal Insurance. \$3,000 calendar year benefit



Vision Coverage

Optional

Principal Vision. Powered by VSP Vision Care



Life Insurance

Company Paid

Company paid group life insurance of \$10,000 for all active full time employees



Voluntary Life Insurance

Optional

Optional life insurance available at employee’s cost



Paid Time Off

Paid Parental Leave

Eligible after 6 months of Full Time Employment
10 weeks paid Maternity, 3 weeks Paternity and Adoption Leave (100% of salary)

PTO

Full-time salaried employees—uncapped PTO + 6 days sick leave annually

Full-time hourly employees—20 days of PTO, prorated and accrued + up to 6 days of sick leave annually, based on hours worked

Holiday

FEV Tutor recognizes 10 designated holidays



Retirement Plan

FEV Tutor offers a Traditional 401(k) and a Roth 401(k)



Long Term Disability

Company Paid

Company paid benefit of 60% of salary up to \$6,000 per month



Short Term Disability

Optional Coverage

Optional insurance at employee’s cost—replaces 60% of your earnings up to \$1,500 per week



Accident Insurance

Optional

Principal’s coverage provides a lump sum benefit based on the type of injury (or covered incident) the employee sustains or the type of treatment you need



Critical Illness

Optional

Critical Illness Insurance pays a lump sum benefit at the diagnosis of a covered illness. Employee chooses the level of coverage from \$5,000 to \$50,000