

BENEFITS *at a* GLANCE 2026



HEALTH & WELLNESS

- Health Insurance
 - HMO and buy-up HMO & PPO options
 - Medical Expense Reimbursement Plan (MERP) for covered out of pocket expenses, funded by Pasadena Humane.
 - Telehealth visits are available.
 - NEW! Coverage for the diagnosis and treatment of infertility, including IVF
- Dental Insurance – HMO and buy-up PPO options
 - Orthodontia coverage included!
- Vision Insurance – coverage includes eye exams, frames and lenses or contact lenses in lieu of glasses.
- Employee Assistance Programs - available 24 hours a day, 7 days a week to help you and our family find answers and resolve personal problems*
- Mindfulness benefits include Headspace and a quiet room

WORK/LIFE

- Eligible employees earn the following paid time off benefits:
 - Company-paid holidays
 - Floating Holidays & Birthday Day off!
 - Paid Vacation time Paid Sick time*
 - Jury duty pay Bereavement leave
 - Pet bereavement leave
 - Pets at work (restrictions apply) *
- An employee social committee that coordinates social events. Participation is encouraged!*
- An employee DEI committee that promotes a belonging for everyone who joins our team.
- An employee safety committee to promote a culture of safety to minimize injuries and prepare for emergencies.
- Monthly and quarterly employee awards*
- Employee Appreciation events*
- Mutual of Omaha World Wide Travel Assistance travels with you worldwide, offering professionals who can help you with local medical referrals or provide other emergency assistance services in foreign locations
- Affordable legal services through RocketLawyer

SHELTER BENEFITS

- Discounts at the Shelter Shop on pet supplies*
- Discounts on Pasadena Humane workshops, behavior consultations, animal training and youth programs*
- Fee-waived Adoptions*
- Free Spay/Neuter for the Employee's pet(s)*
- Free Microchipping for the Employee's pet(s)*
- Free Vaccinations for the Employee's pet(s)*
- Reimbursement of pet licensing fees

FINANCIAL SUPPORT & RETIREMENT

- 403(b) Plan – up to 6% company contribution for those who are eligible.*
- Direct deposit of payroll checks – we will save you time and deposit your paycheck directly into the bank.
- Convenient payroll deductions to help you support Pasadena Humane's philanthropic efforts!
- Life Insurance – We provide \$50,000 of group life coverage (reductions to benefits at after age 70 and 75)
- Voluntary term life is available to you to supplement your basic life insurance.
- Accidental Death and Dismemberment Insurance
- Long Term Disability Insurance
- Flexible Spending Account - use pre-tax dollars for qualified medical, dental and vision expenses and qualified child care expenses.
- Commuter Plans – Use pre-tax dollars for qualified transportation expenses. Pasadena Humane will contribute toward your account!
- Employee loans to borrow up to one week's pay, interest free. After a year of employment, employees may borrow up to \$5000.
- Credit Union*
- Mutual of Omaha Will Preparation Services

PROFESSIONAL DEVELOPMENT

- Continuing Education opportunities for those who qualify.

EMPLOYEE DISCOUNTS

- Skechers discount on work shoes*
- Life Mart Discount program (travel, insurance, fitness, technology, entertainment and more!)*
- Auto repair and maintenance discounts through Crown City Tire
- Direct Discounts on pet supplies through partner relationships

STATUTORY BENEFITS

- Beginning with the first day of employment, employees are enrolled and protected by Social Security, state disability, workers' compensation, and unemployment insurance.



This Benefits-At-a-Glance is provided as an overview of Pasadena Humane's benefits package and is not intended to be all-inclusive, nor is it to be used as a Summary Plan Description. In the event of any conflict between this document and specific Plan Documents, provisions of the Plan Documents will govern. Pasadena Humane reserves the right to change or modify some of its benefit plans without advance notification.

*Benefits for our part time employees