



## Chimp Haven Employee Benefits & Incentives

**What's the biggest perk you receive at Chimp Haven?** Three hundred new chimp friends, of course! But that's not all: Chimp Haven is pleased to provide employees with a comprehensive package of benefits and incentives designed to support wellness and work-life balance. We think it's something worth pant-hooting over.

### Health and Life Insurance

- Chimp Haven pays **100% of employees' medical and dental premiums** (and covers 20% of dependents' premiums).
- We also **provide short-term and long-term disability coverage and life insurance** for all employees.
- Optional vision insurance, supplemental life insurance, and Flexible Spending Accounts for medical and child care costs are also available.

### Retirement

After 90 days of employment, Chimp Haven **automatically contributes 7% of the employee's income** to a 403(b) retirement account. These contributions are non-elective, so the employee receives them even if they do not personally contribute to the account, and employees are fully vested in their 403(b) account immediately.

### Time Off

Chimp Haven offers a generous PTO (paid time off) policy for all employees. PTO accrual rates increase based on years of service:

- 0 – 2 years of service: 23 days per year (4.6 weeks)
- 3 – 5 years of service: 26 days per year (5.2 weeks)
- 6 – 10 years of service: 29 days per year (5.8 weeks)
- 10+ years of service: 32 days per year (6.4 weeks)

In addition to accrued time off, Chimp Haven employees receive:

- 11 paid holidays per year
- Paid time off for bereavement and jury duty
- Extended leave available

### Additional Perks

- **Pet Wellness Program:** Our expert vet team offers complimentary physical examinations and low-cost preventative care for employees' personal pets three times each year, including heart worm testing, flea and tick preventative, vaccinations, and more.
- **Casual dress code**
- **Scenic work environment:** Chimp Haven is located on 200 forested acres, surrounded by Eddie D. Jones Park, with 10+ miles of beautiful trails for hiking, mountain biking, running, and horseback riding.
- **Telecommute:** Key personnel are permitted to work from home, as approved by their supervisor.