

Benefits Summary

Arts Midwest is committed to providing a compensation and benefits package that allows employees to thrive. In addition to equitable pay, we offer benefits that promote work/life balance, ensure access to health care, and encourage professional growth.

We began testing a four-day work week in July 2022 to give time back to our staff to pursue creative passions and recharge. A full-time employee works 30 hours per week, Monday through Thursday, and is eligible for benefits.

Health, Dental, Life, Disability, and Long Term Care

Health + Dental

We offer two health care plan options through Health Partners on the Open Access Network and a comprehensive dental plan through Principal.

- We pay 90% of employee's health insurance premiums
- We pay 50% of dependent health insurance premiums
- We pay 100% of employee dental premiums
- We also provide options for pre-tax health savings through our Flexible Spending Account and Health Savings Accounts.

Life + Long Term Care Insurance

We provide (at no cost to employees) life insurance through Principal equivalent to an employee's annual salary. We also provide (at no cost to employees) Long Term Care insurance through Unum for three (3) years of assistance up to \$2,000 a month. Employees may add additional coverage at their own cost.

Disability

We offer short and long-term disability insurance through Principal that covers 60% of an employee's regular pay.

- Short-term Disability coverage is for up to twelve weeks

- Long-term Disability coverage can begin when short-term disability ends
- Arts Midwest pays 100% of these premiums

PTO, Holidays, and Family Leave

We offer 9 paid federal holidays, and we close our office for a week in Winter and a week in Summer. In addition, we offer a generous PTO policy, with five weeks of paid leave available. We offer twelve weeks of paid parental leave and up to four weeks of paid leave for caregiving for a family member or bereavement.

Other Benefits

Retirement Savings

Arts Midwest contributes 6.25% of salary to a 403(b) retirement plan after one year of employment. Employees can contribute to a ROTH and/or Traditional 403(b) account through Nationwide

Professional Development

We support employees in building their careers by paying for attendance at conferences, events, and other learning opportunities. Employees also receive a \$150 Art Stipend to attend arts and cultural events in their communities.

Remote Work Benefits

Arts Midwest provides a one-time \$250 stipend for a home office set-up for onboarding employees to be used within 90 days of hire and reimburses employees up to \$75/month for the cost of high-speed internet.