

Last updated 9/13/2021

BIAC Benefits	Full-time, working ≥ 30 hours/week	Part-time working ≥ 15 hours/week	Part-time working < 15 hours/week
Competitive salary	✓	✓	✓
Paid leave			
Up to 11 public holidays annually, holidays are flexible dependent upon the employee's work schedule	✓	✓	✓
Personal leave based on tenure for employees working ≥ 20 hours/week	✓	✓	
Sick leave	✓	✓	✓
Bereavement leave	✓	✓	✓
Jury duty leave	✓	✓	✓
Unpaid leave			
Personal leave	✓		
Parental leave	✓	✓	✓
Financial benefits			
401k and Roth 401k with BIAC discretionary match up to 3%	✓	✓	✓
Health Savings Account (HSA), dependent on health plan selection	✓		
Health Care Flexible Spending Account (FSA)	✓		
Dependent Care FSA for non-medical expenses	✓		
Workers Compensation	✓	✓	✓
Commuter benefits	✓	✓	✓
Health and wellness benefits			
Health insurance, BIAC covers 100% of the baseline plan	✓		
Long term disability & life insurance, BIAC covers 100%	✓		
Vision and Dental Benefits, BIAC covers 0%	✓		
Voluntary Benefits offered, BIAC covers 0%	✓	✓	
Employee Assistance Program (EAP)	✓	✓	
Wellness Activities	✓	✓	✓
Social Activities	✓	✓	✓
Volunteer Time off (VTO)	✓	✓	✓
Waived registration for BIAC's annual Pikes Peak Challenge	✓	✓	✓
Training and professional development			
Waived registration and paid participation in BIAC's annual symposium	✓	✓	✓
Leadership opportunities and training, ad-hoc and ongoing	✓	✓	✓