



Summary of Benefits Eligibility

FranklinCovey provides a comprehensive benefit package to their full-time associates. Associates who work 30+ hours per week are eligible for medical insurance as required by ACA. Part-time associates are eligible for certain benefits including retirement and PTO.

Benefit	Eligibility	Benefit Effective Date
Medical Insurance	Employees who work 30+ hours	1 st of the month following date of hire
Health Savings Account (HSA)	If enrolled in our CDHP	Dependent on medical plan enrollment
Dental Insurance	Full time	1 st of the month following date of hire
Vision Insurance	Full time	1 st of the month following date of hire
Basic Term Life and AD&D Insurance	Full time	1 st of the month following date of hire
Supplemental Term Life	Full time	1 st of the month following date of hire
Salary Continuance Program	Employees who qualify (FMLA or 6-week medical leave)	1 st of the month following date of hire
Long-Term Disability	Full time	1 st of the month following date of hire
Personal Time Off (PTO)	Full time and part time	Date of hire
Holidays	Full time and part time	Date of hire
Employee Assistance Program	Full time	Date of hire
401(k)	Full time and part time	Automatic enrollment at 3% within 45 days of date of hire
Roth 401(k)	Full time and part time	Within 45 days of hire date
Employee Stock Purchase Plan (ESPP)	Full time and part time	Beginning of any fiscal quarter – enrollment must be received prior to start of fiscal quarter