



## Golf Course Superintendents Association of America Team Member Benefits Summary

GCSAA offers careers that deliver outstanding benefits in a family-friendly environment. The package we offer benefits our team members by helping to ensure a healthy and prosperous future. Our benefits package includes:

Healthcare | Life and AD&D Insurance | Long Term Disability  
Retirement Savings – 401(k) | Holidays/Vacation/Sick Time  
Employee Assistance Program | Performance Management Program  
Professional Development | Other Benefits

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### Health Benefits – Effective on the 1<sup>st</sup> of the month following 30 days of employment.

**Medical Plans** – Two medical plan options offer comprehensive medical coverage including prescription drug coverage. The base plan is 90% employer-paid. Team members may add dependents for an additional cost as well.

**Dental Plan** – Team member coverage is provided at no cost. Team members may, for additional cost, add dependents to their plan. Coverage includes preventative, basic, major, and orthodontic services.

**Vision Plan** – Team member coverage is provided at no cost. Team members may, for additional cost, add dependents to their plan. Coverage under the vision plan includes complete eye exams and lenses and frames or contact lenses every 12 months.

**Medical and Dependent Care Reimbursement Accounts** – Team members may contribute up to \$4,000/year for medical reimbursement to save on taxes for health care expenses and \$5,000/year to help pay for child or elder care expenses.

**Employee Assistance Program** – Give you and all family members free short-term counseling provided by a network of high-quality psychologists and social workers. This benefit also assists with financial planning, will writing, and legal advice.

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### Life Insurance & LTD – Effective on the 1<sup>st</sup> of the month following 30 days of employment.

**Basic Life and AD&D Insurance** – Basic Life provides a benefit of two times the team member's annual salary. The benefit for AD&D coverage is two times the life benefit. This coverage is fully paid for by GCSAA.

**Long Term Disability** – This benefit provides protection in the instance you become disabled and cannot work over an extended period of time. It is fully paid for by GCSAA.

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### Retirement Savings – Eligible after six months; enrollment @ next quarterly enrollment date.

**401(k) Savings Plan** – An eligible team member is able to select from a variety of funds in which to invest. The plan is designed to help team members plan for the future by contributing a portion of their annual income into the plan on a tax deferred basis. GCSAA matches this contribution dollar for dollar up to 2.5%. Vesting is based on a six-year graded schedule. A Roth option is also available.

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### Career Development

**Professional Development** – Team members are able to attend seminars and educational programs to increase their skills and knowledge, and to advance both personally and professionally.



## Personal Time

**Vacation** – Team members begin to accrue vacation immediately from their date of hire. For the first two years, team members accrue 10 days per calendar year. Accrual changes at the beginning of the 2<sup>nd</sup>, 4<sup>th</sup> and 7<sup>th</sup> years. Vacation hours may be accumulated up to 160 hour balance.

**Sick Time** – Team members begin to accrue sick time from their date of hire. Twelve days are earned each year. Sick hours may be accumulated up to 480 hour balance.

**Holidays** – Team members are provided nine paid holidays each calendar year (one of which is a personal floating holiday).

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## Other Benefits

**Performance Management Program** – GCSAA provides a comprehensive performance management program. GCSAA's compensation program is evaluated on an annual basis to remain competitive within the marketplace. Salary increases may be given annually based on a merit pay system.

**Voluntary Life, Critical Illness and Short Term Disability Insurance** – Team members have the option to enroll in voluntary benefits every May. These include voluntary life for the employee, spouse, child(ren), & grandchild(ren). These are paid for solely by the team member.

**Health / Fitness Benefit** – GCSAA provides assistance in the cost of team members joining a health / fitness facility of their choice. Reimbursements are made on a quarterly basis. Corporate memberships are also available at a local fitness facility.

**Service Awards** – Team members are recognized for their continued service with GCSAA. Awards are given at 3 and 5 years and Long Term Awards are given at 7 years and for every year after that.

**Internal Committees** – GCSAA provides team members the flexibility to participate in a variety of activities from community involvement, taking care of the environment, employee advisory concerns, helping to plan fun social events, etc.

**Business Casual Attire** – GCSAA is a business casual environment that allows team members to dress casually on Friday. Occasionally, team members will be asked to dress "professional" for specific business events or days when guests visit the building.

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GCSAA is dedicated to provide a flexible package of benefits to our team members. This helps team members balance their individual needs, plan for the unexpected and save for the future. This outline is only a brief summary of benefits. New team members receive detail of eligibility, enrollment, and plan details in a special new team member packet during orientation.

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