

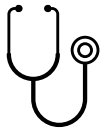


Asbury Church's Employee Benefits 2025

Health & Welfare

Eligibility

Employees working at least thirty (30) regularly scheduled hours a week are eligible for the following benefits.



Health Insurance – PPO, Buy-Up PPO, and PPO HSA

Asbury offers three different medical plans for you to choose from. Our health insurance plans give you the freedom to seek care from the provider of your choice. However, you will maximize your benefits and reduce your out-of-pocket costs if you choose a provider who participates in the Blue Cross Blue Shield of Oklahoma Advantage network.



Dental Plan – PPO Plan & PPO Premier Plan

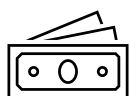
Asbury is proud to offer you a dental plan through Delta Dental of Oklahoma, one of the biggest dental networks. This plan offers you the freedom and flexibility to use the dentist of your choice. However, you will maximize your benefits and reduce your out-of-pocket costs if you choose a provider who participates in the Delta Dental PPO or Delta Dental PPO Premier programs.



Vision Plan

Asbury offers vision coverage through Vision Service Plan, one of the biggest vision networks. This plan offers you the freedom and flexibility to use the vision provider of your choice.

Health & Welfare, cont.



Healthcare Reimbursement & Health Savings Account

Asbury provides you with an opportunity to participate in a HSA, FSA and DCA account administered by Flex Plan. HSAs/FSAs/DCAs allow you to set aside a portion of your income, before taxes, to pay for qualified health care and/or dependent care expenses. Because that portion of your income is not taxed, you pay less in federal income, Social Security and Medicare taxes. Please note that you must be enrolled in the HSA medical plan to participate in the Health Saving Account through FlexPlan.

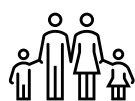


Life/AD&D Insurance

Asbury gives you one times your annual salary of Basic Life/AD&D at NO COST to you through Mutual of Omaha.

Life Insurance provides your named beneficiary with a benefit in the event of your death.

Accidental Death and Dismemberment (AD&D) Insurance provides specified benefits to you in the event of a covered accidental bodily injury that directly causes dismemberment (loss of a hand, foot, or eye). In the event that your death occurs due to a covered accident, both the Life and the AD&D benefit would be payable.



Voluntary Life/AD&D Insurance

If you determine you need more than the Company-paid Basic Life/AD&D coverage, you may purchase additional coverage for yourself and your eligible family members.



Voluntary Accident Insurance

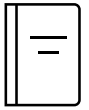
If you would like supplemental coverage that provides a cash benefit for injuries you or an insured family member sustain from an accident, you may purchase an accident insurance policy offered through Mutual of Omaha.

Health & Welfare, cont.



Disability Insurance

Asbury furnishes you with Short-Term and Long-Term Disability Insurance at NO COST to you through Mutual of Omaha. Disability Insurance provides benefits that replace part of your lost income when you become unable to work due to a covered injury or illness.



Will Preparation Services

As an employee of Asbury Church, you have access to free online will preparation services through Mutual of Omaha.



Employee Assistance Program (EAP)

Life is full of challenges and sometimes balancing them is difficult. Asbury is proud to provide a confidential program dedicated to supporting the emotional health and well-being of our employees and their families. The EAP is provided at NO COST to you through Mutual of Omaha and can help provide resources in several areas including financial tools and resources, substance abuse and other additions, and dependent and elder care assistance and referral services.



Worldwide Travel Assistance

Enjoy hassle free travel with worldwide travel assistance through Mutual of Omaha, which offers access to a network of professionals who can help you with local medical referrals or provide other emergency assistance services, including currency exchange issues or lost luggage. This service is provided at no cost to you.

Health & Welfare, cont.



Parental Leave of Absence

Maternity and Paternal Leave is covered under the FMLA Act, which states that up to twelve weeks may be taken as paid or unpaid leave for the birth of a child, or placement of child due to adoption or foster care. After six (6) months of full-time employment, Asbury provides expectant mothers who will be returning to an equally full-time equivalent position after childbirth up to eight (8) weeks of paid maternity leave. Expectant fathers are entitled to two (2) weeks of paid paternity leave upon the birth of their child. Employees fostering or adopting a child receive two (2) weeks of paid parental leave upon the arrival of the child.

Financial Wellness

Eligibility

Employees working at least twenty (20) regularly scheduled hours a week are eligible for the following benefits, in addition to those working thirty (30) or more hours per week.



Competitive Salaries

Asbury's base salaries reward and recognize employees' experience, skills, and performance. Our salary ranges are regularly benchmarked within our industry and the broader job market to ensure competitiveness.



403(b) or Roth Retirement Plan

Asbury offers eligible employees the opportunity to save for retirement. Employees may participate in the plan through Wespath Benefits and Investments by contributing at least 3% of their salary. Asbury offers matching contributions dollar for dollar up to 6% of gross pay.

Work/Life

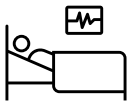
Eligibility

Employees working at least twenty (20) regularly scheduled hours a week are eligible for the following benefits, in addition to those working thirty (30) or more hours per week.



Vacation Pay

Employees are encouraged to use their accrued paid vacation time for rest, relaxation, and personal pursuits. Part-time employees working 20-29 hours per week will earn vacation on a prorated basis. Full-time employees are those working 30 or more hours per week. Vacation accrual begins on the first day of full-time or part-time employment.



Sick Pay

Asbury Church recognizes that employees will occasionally need time off from work to recover from an illness, to address their medical needs or to address the medical needs of a family member. Part-time employees working 20-29 hours per week will earn sick pay on a prorated basis. Full-time employees are those working 30 or more hours per week. Sick pay accrual begins on the first day of full-time or part-time employment.



Holiday Pay

Asbury recognizes seven paid holidays.



Mission Leave

Asbury offers up to one-week paid time off for the purpose of participating in an Asbury mission trip, with Executive Pastor approval.

Work/Life, cont.



Gift Week

Asbury recognizes the week between Christmas and New Year's as paid time off based on hours worked per week. This amazing benefit is provided to our staff for a job and year well done.



Bereavement Pay

Asbury wants to walk alongside you in your time of bereavement and offers up to four days away from work, with pay, to arrange and/or attend the funeral of an immediate family member.



Jury Duty Pay

Asbury supports the obligation of all staff employees to fulfill their civic responsibilities by serving as jurors when required. All part-time and full-time employees will receive full pay for the days served up to two weeks.



Flexible Work Schedule

At Asbury, we encourage staff to work together as a team to support and practice day-to-day core behaviors so that people have the flexibility they need to succeed in their careers and in their personal lives. A flexible work schedule allows individuals the ability to achieve a healthy balance of life, work, and family.

Professional/Personal Development



Onboarding

Asbury's onboarding process immerses new employees in their work environment quickly and cohesively among all the different departments. Meetings with managers are on a regular basis to ensure employees are being provided with feedback and encouraged in their career growth.



Professional Development

Asbury encourages our employees to pursue professional development such as attending job-related courses, webinars, seminars, conferences, etc., which will help expand their knowledge and improve job performance.



Monthly Staff Meetings

Asbury holds monthly staff meetings and lunches to communicate activities and events at the church as well as recognizing and celebrating staff birthdays and work anniversaries.



Employee Chapel Service

Asbury offers a weekly chapel service for staff on Monday mornings to begin our week together with music, communion, and worship with colleagues.



Asbury Seminary

Scholarships are available to attend Asbury Seminary for employees desiring to learn and grow in their faith, management skills, and Biblical literacy.



Community Volunteer Events

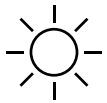
Asbury offers many different programs and events to get our staff involved outside of Asbury and in the community.

Other Programs



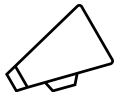
Student Ministry Events

Asbury gives discounted rates for student ministry events for all employee dependent children, including student mission trips and student retreats.



Summer Childcare

Camp Asbury is a summer program for children and grandchildren of employees that are 6 weeks old to children going into 5th grade, Monday through Thursday from 9-4. Asbury provides this benefit at a very reduced cost for our employees.



Employee Spirit Committee

A volunteer team works year-round to provide staff-led social activities to encourage and provide opportunities for interaction with the staff and to provide a healthy and fun work culture for all our employees.



Employee Referral Program

Asbury rewards employees who refer qualified candidates for certain positions. If your referral is hired and you both meet certain requirements, you may receive a cash award.



Asbury Classical School Discount

Asbury provides a tuition discount of 50% for full-time employees and 25% discount for part-time employees working at least 25 hours/week.

This is a summary of Asbury's benefits for eligible staff of Asbury Church. While the church intends to continue offering these benefits, it reserves the right to amend or terminate them at any time with or without prior notice. In case of a conflict between this summary and the plan provisions, the plan provisions will prevail. Asbury Church is an equal opportunity employer; we value the diversity of our workforce and the knowledge of our people.