

Denny Mountain Media benefits

The particulars (no pop quiz, we promise)

A note about DMM employee classifications

All employees who are regularly scheduled to work at least 20 hours per week are classified as full-time.



Paid time off

Paid time off (PTO) may be used as vacation time, as sick time, or to take care of personal matters. All employees earn PTO and begin accruing PTO immediately upon hire. Employees receive 1 hour of PTO for every 25 hours worked. PTO carries over from year to year, with an accrual cap of 120 hours. Instant gratification and no vesting period: PTO is available to employees as soon as it is accrued.



Bonus PTO

Full-time employees receive a full day of Bonus PTO (up to 8 hours, based on the number of hours per day in your standard workweek) on January 1 and on July 1 of each year. New hires receive a full day of Bonus PTO upon hire. Bonus PTO may be used at the employee's discretion, with notice to and approval from client and Denny Mountain Media managers.



Paid holidays

Our company observes the following ten holidays during the year:

- New Year's Day
- Martin Luther King, Jr. Day
- Presidents Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Eve Day
- Christmas Day

Full-time employees are eligible for paid holidays immediately upon hire. Pay is calculated based on the number of hours in the employee's expected standard work week.



Health insurance

Denny Mountain Media offers all full-time employees 100% employer-paid health insurance (including vision and prescription insurance) through Kaiser Permanente. The plan summary and dependent premium costs (which are paid by the employee) are available on request. You can also pay \$30 “buy-up” per month for a PPO plan that allows you to see providers outside of Kaiser’s network.



401(k) plan

All Denny Mountain Media employees are eligible for our 401(k) plan 90 days after hire. DMM’s 401(k) retirement plan is offered through Vanguard, and the investment fund options are managed by 180 Wealth Advisors. We match employee contributions up to 4% of total salary.



Equipment allowance

A one-time equipment allowance of \$500 is available upon hire to all employees who are scheduled to regularly work at least 20 hours per week. An additional \$500 is available on the fifth anniversary of employment with DMM to all full-time employees, allowing for breaks in employment of 12 months or less.



Dental insurance

Denny Mountain Media offers all full-time employees 100% employer-paid dental insurance through Delta Dental of Washington Preferred Care Enhanced Plan. The plan summary and dependent premium costs (which are paid by the employee) are available on request.



Life and accidental death and dismemberment insurance

Through Guardian Life, Denny Mountain Media offers all full-time employees 100% employer-paid policies worth up to \$15,000.



Short-term disability insurance

Through Guardian Life, Denny Mountain Media offers all full-time employees 100% employer-paid short-term disability insurance, covering 60% of lost income for up to 11 weeks after the incident waiting period of two weeks.



Education reimbursement program

Full-time employees are eligible for reimbursement of education and training costs up to \$400 each calendar year. Reimbursable training may include courses, seminars, conferences, online training, and other job-related education expenses.



Employee Assistance Program (EAP)

EAP is a confidential and professional resource available 24/7 for you and eligible dependents. It includes up to three counseling sessions, legal and financial services, and resources to help with ID theft, childcare/parenting, and eldercare. You are automatically enrolled in this benefit, which also includes access to the WellSpring Stress Center and professional “in-the-moment” support.

Have questions?

Contact [Ruth Twentey](#),
Human Resources Coordinator,
ruth@dennymountain.com