eMoney

Q&A SUMMARY – OCT. 27, 2022

Meet the Total Rewards Team

1. **When you look at market data, what markets are you looking at, since we're all remote now?**
    a. We compare against similar industries and similar sized organizations (based on revenue as well as number of employees) across the entire country.
2. **Where relative to the market is eMoney's target? 50%?**
    a. Several factors are used as a part of this review but we look to target the median point of the range.
3. **Is the main data point for an employee's worth based on years of experience? Or what else?**
    a. No. Years of experience is one point used in the review but not the main. The employee's skill set is another factor.
4. **How do you track all individual skillsets and previous experiences especially if you have been with the company over five years?**
    a. Through the use of our Career Development Tools and working together with their manager, it is the employee's responsibility to highlight their individual skillsets and experiences and we work with the managers to ensure these things are factored in.
5. **Would it be possible to see how we stand according to the market when it comes to salary?**
    a. If you would like to speak on this at a point in time, you could set some time up with Jennifer Aldridge or Elizabeth Tucker to discuss. This does fluctuate often though so we don't share the data out as it can become outdated quickly.
6. **Can we use HSA money to cover expenses for dependents covered under your plan or just for yourself?**
    a. Yes, you can use HSA funds to cover expenses for dependents covered on your plan.
7. **Can dependents use Attain?**
    a. Yes! If they are covered under your medical plan with Aetna and are 18+ years of age.
8. **If you are already in school, can we still sign up for education assistance?**
    a. Applications need to be submitted and approved before any coursework begins.
9. **Can you connect Attain with Strava?**
    a. Right now Attain can only support Apple watches via iPhones and FitBits via Android. They seem to be exploring other wearbale devices and will share once they have expanded their program.
10. **Can my team get a virtual team member to MC our meetings?**
    a. After the presentation yesterday, Henry's schedule booked up pretty quick!
11. **If spouse is giving birth, is she eligible for FMLA through eMoney?**
    a. Only eMoney employees are able to request FMLA under eMoney.
12. **Are we expecting any vision and dental insurance cards? or are we using the same old ones?**
    a. Your old cards are still active and can be used.

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13. **If we have grandfathered hours of PTO from before the last change, do we just tap into those if we want to travel in the first quarter before we earned the PTO or can we choose to "go negative" in order to not eat up that bank of the PTO that we can't get taken away until used?**
    a. You can use PTO from the 2019 PTO Balance if you want to or you can go negative in the PTO Hours policy. It's up to you.
14. **How can we apply the HSA card for the new health care ? or can we use same HSA card from the old insurance ?**
    a. Our HSA hasn't changed and is still with Fidelity. You can use the same debit card.
15. **Are there any plans to implement any benefit to assist employees with paying back student loans?**
    a. Not at this time, however, we are always reviewing our benefit offerings and seeing what makes the most sense for us as an organization.
16. **Can you purchase an item with the eMpower points you have and pay for the rest of the cost of the item if you don't have enough points?**
    a. No, the items can only be purchased with eMpower points.
17. **Are eMpower powerplays and powerups the same thing for eMoney employees?**
    a. PowerPlays are when it's peer-to-peer recognition. PowerUps are from managers to employees.
18. **Where would we find detailed information about the Attain App & how the Apple Watch program works?**
    a. Click here for more information.
19. **Would there be a way to add “Projected Remaining PTO Balance till end of Calendar Year on ADP. You do have the ability to download a spreadsheet, however a quick glance of either what you have taken would be great.**
    a. You can view your projected PTO for the year in ADP by adjusting the date in the calendar to 12/31/2022. You can also view any past PTO requests in ADP by going to Myself > My Time Off and under Time Off Requests click on the Filter icon and adjust the Request Date to display the date range you want to view.
20. **I'm interested in taking a certification course that's nationally recognized, but it doesn't take 3 months. Does that mean it wouldn’t qualify for the Educational Assistance Program?**
    a. The program requirements are that the degree of certification program must be offered by an accreddited university or college OR certification requiring a proctored exam and resulting in a nationally-recognized professional certification AND requires self-study coursework of 3 or more months. If the certification you are looking at doesn't meet these requirements you may be able to take advantage of the Professional Development & Training budget. You would need to speak with your manager for approval and more information.
21. **Is there any additional information we will need when registering for pet insurance?**
    a. No. You only need the age and breed to receive your quote. Visit www.petinsurance.com to get started!
22. **Can dependents utilize any of the EAP benefits, or are they just for the employee directly? (Counseling, Support type benefits, etc.)**
    a. The EAP is only for employees of eMoney.