

2020

# EMPLOYEE DEATH BENEFIT

## PROGRAM

Laws, climate, science, and culture change -- our options have expanded. It is important to understand what is required and what is desired when people die.

Your employees will have access to personalized, affordable end-of-life care with A Sacred Passing, and foster a healthier relationship with death.

Your participation can be one of your greatest gifts to the people in your life.

CREATED AND FACILITATED BY A SACRED PASSING ©



## A SACRED PASSING

Death Midwifery and Community Education

### WHO WE ARE

A Sacred Passing offers death and dying education, planning, and practical care guidance to individuals, community associations, and medical organizations.

Together we work as supportive companions to guide and assist people towards a more conscious dying experience, while honoring individual autonomy.

### HOW WE DO IT

We have carefully created a Death Benefit program to complement the portfolio of benefits offered to your employees. Akin to dental and vision care, the Death Benefit is an additional option for a comprehensive employee benefit plan.



A Sacred Passing is honored to offer you the opportunity to be a part of full-spectrum health care in the United States. A chance to be a part of a collective shift in the way we talk about death and dying.

We present our options and information in a manner that isn't morbid, depressing, or cheeky, but instead is *applicable, factual and practical*.

# What are your Employee Death Benefits?

I had never thought about all the little decisions I was leaving for my family to have to deal with.

- D.W

## Employee Death Benefit Program (EDBP)

### Year One

All Staff Education	Legal Rights In Washington State Death with Dignity/Medical Aid In Dying Legacy Building
Advance Care Directives	Paper and digital information for future employee onboarding Completion at the legal rights meeting.
Personal Legacy Builder	Monthly opportunities to engage with and collect employee information for annual legacy documentation
Death Plan Completion (One for each person in the Family)	Create your personalized end-of-life plan and share these details with your family in the comfort of your own home or A Sacred Passing's office.
Oncall Consultant	Up to 4 phone consultations per year (30 minutes each)
End of Life Care Referrals	Unlimited

### Additional Years

Lunch & Learn / Crew Education	Classes on a variety of end-of-life topics presented each year
Advance Care Directives	Update current documents with any changes
Personal Legacy Builder	Monthly opportunities to engage with and collect employee information for annual legacy documentation
Death Plan Completion (One for each person in the Family)	Updated and shared as requested
Oncall Consultant	Up to 4 phone consultations per year (30 minutes each)
End of Life Care Referrals	Unlimited

# Employer Investment Options

Like death, we try to meet you where you're at

100 % Employer Paid						
Annual Cost in USD					Monthly Employee Financial Investment	
Plan Type	Value per employee	Fee per employee	Company Investment	Employee Investment		
Alder	3,200	1,100	1,100	0	0	First Year
	2,250	900	900	0	0	Annually
Oak	3,200	1,500	1,500	0	0	First Year
	2,250	1,200	1,200	0	0	Annually

80 % Employer Paid						
Annual Cost in USD					Monthly Employee Financial Investment	
Plan Type	Value per employee	Fee per employee	Company Investment	Employee Investment		
Alder	3,200	1,100	880	220	18	First Year
	2,250	900	720	180	15	Annually
Oak	3,200	1,500	1,200	300	25	First Year
	2,250	1,200	960	240	20	Annually

50 % Employer Paid						
Annual Cost in USD					Monthly Employee Financial Investment	
Plan Type	Value per employee	Fee per employee	Company Investment	Employee Investment		
Alder	3,200	1,100	550	550	46	First Year
	2,250	900	450	450	38	Annually
Oak	3,200	1,500	750	750	63	First Year
	2,250	1,200	600	600	50	Annually

20 % Employer Paid						
Annual Cost in USD					Monthly Employee Financial Investment	
Plan Type	Value per employee	Fee per employee	Company Investment	Employee Investment		
Alder	3,200	1,100	220	880	73	First Year
	2,250	900	180	720	60	Annually
Oak	3,200	1,500	300	1,200	100	First Year
	2,250	1,200	240	960	80	Annually



The Oak plan helps support our community education and end-of-life care services.

# POC/LGBTQIA Employer Investment Options

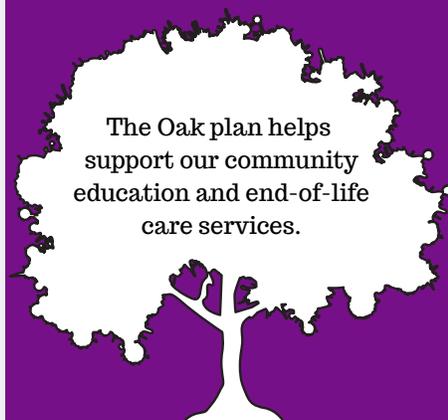
Like death, we try to meet you where you're at

100 % Employer Paid						
Annual Cost in USD					Monthly Employee Financial Investment	
Plan Type	Value	Fee per employee	Company Financial Investment	Employee Financial Investment		
Alder	3,200	800	800	0	0	First Year
	2,250	500	500	0	0	Annually
Oak	3,200	1,000	1,000	0	0	First Year
	2,250	700	700	0	0	Annually

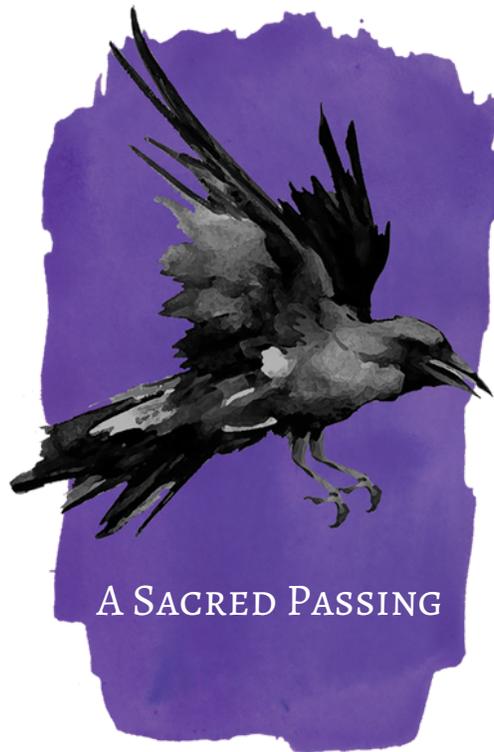
80 % Employer Paid						
Annual Cost in USD					Monthly Employee Financial Investment	
Plan Type	Value per employee	Fee per employee	Company Investment	Employee Investment		
Alder	3,200	800	640	160	13	First Year
	2,250	500	400	100	8	Annually
Oak	3,200	1,000	800	200	17	First Year
	2,250	700	560	140	12	Annually

50 % Employer Paid						
Annual Cost in USD					Monthly Employee Financial Investment	
Plan Type	Value per employee	Fee per employee	Company Investment	Employee Investment		
Alder	3,200	800	400	400	33	First Year
	2,250	500	250	250	21	Annually
Oak	3,200	1,000	500	500	42	First Year
	2,250	700	350	350	29	Annually

20 % Employer Paid						
Annual Cost in USD					Monthly Employee Financial Investment	
Plan Type	Value per employee	Fee per employee	Company Investment	Employee Investment		
Alder	3,200	800	160	640	53	First Year
	2,250	500	100	400	33	Annually
Oak	3,200	1,000	200	800	67	First Year
	2,250	700	140	560	47	Annually



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Together we work as supportive companions to guide and assist people towards a more conscious dying experience, while honoring individual autonomy.

A Sacred Passing Crew works to create and sustain environments that embrace diversity and inclusion in our classrooms, education material, and community partnerships. We work to actively dismantle systems of power and oppression, as they present in death and dying, through deep implementation of culturally responsive practices and forever learning.

A Sacred Passing is a 503(c)1 non-profit  
and grateful to be a part of the amazing organizations below



206-494-0023      [www.asacredpassing.org](http://www.asacredpassing.org)    [info@asacredpassing.org](mailto:info@asacredpassing.org)  
2420 4th Ave S PO Box 94276 Seattle WA 98124