



Family Friendly Workplaces, Inc.
a 501(c)3 nonprofit

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Family Friendly Workplaces Application and Certification Matrix

This document contains all directions and questions from the online Family Friendly Workplaces (FFW) Application and Certification Matrix. It is intended to aid applicant employers by previewing the application and matrix questions. Items with an asterisk (*) are required, and those marked with a caret (^) do not count towards the final Matrix points calculation.

Introductory Language

The Family Friendly Workplaces (FFW) Certification Program shines a positive light on employers that place a premium on supporting families and children by providing Family Friendly Workplace Policies and Practices.

The FFW Certification Program ascribes participating employers a level of Gold, Silver, or Bronze based on their performance in our Certification Matrix. The certification levels and the minimum required matrix point values are outlined below.

- Gold: Distinguished employer, providing a very high level of family-friendly employment conditions and financial support of Family Supporting Nonprofits. Required matrix points: 100 or more.
- Silver: Strongly supportive employer, providing a robust level of family-friendly employment conditions and financial support of Family Supporting Nonprofits. Required matrix points: 75
- Bronze: Supportive employer, providing meaningful family-friendly employment conditions and financial support of Family Supporting Nonprofits. Required matrix points: 50

Point values for each matrix item are outlined on the application form. Once certified, employers may then use the trademarked FFW logo in their recruiting and marketing materials. Employers are recertified every three years with the stipulation that they provide annual financial support through the Family Friendly Workplaces contribution conduit, explained below.

Conduit Contribution

Through the FFW Conduit, employers direct an annual donation to a community nonprofit that supports families. These nonprofit recipients can be Family Resource Centers, Community Programs, Food Shelves, and any other family supporting organization. The only requirement is that they are a 501(c)3 nonprofit. Family Friendly Workplaces does not retain any part of the Conduit Contribution – 100% of the amount is received by the designated non-profit.

Instructions

Employers complete the application by self-scoring their benefits for each criteria. Once the employer has submitted their application, FFW will review the scores, and assign the appropriate Certification level.

To be eligible to be counted in the application, practices must be written company policy or consistently-implemented practice. Supported child care facilities, if any, must be licensed to obtain points, and at the minimum must be a three-star provider. The annual conduit contribution serves as the Certified Company's annual dues to FFW, and re-certification occurs every three years.

Jackson County Child Care (JCCCN) Affiliation Employers

If you are applying under the Jackson County Child Care (JCCCN) Affiliation, your conduit contribution will be automatically routed to JCCCN.

Enter Contact Information*

First Name
Last Name
E-mail
Business Name

The contact information entered here should be for the member of staff responsible for managing the company's certification.

Information for Dues Calculations

Number of Full-Time Equivalent Employees*
Input the number of FTEs at your company.

Conduit Contribution Amount*

The minimum contribution amount per FTE is \$10. In the space below, please select your conduit contribution amount by typing in 10, 15, or 20. You receive a point on the matrix for each dollar donated through the conduit up to 20 points.

Mailing Address

Address
Address Line 2 (optional)
City
State
Postal Code

The address entered here should be the address FFW should utilize for communicating with the member of staff responsible for managing the company's certification.

Phone

Main Phone

The phone number entered here should be the number FFW should utilize for communicating with the member of staff responsible for managing the company's certification.

* – Required question

^ – Does not count towards Matrix point total

Business Information

Primary Email
Main website
Established Date

Business Mailing Address

Address
Address Line 2 (optional)
City
State
Postal Code

If this address is the same as the previously entered mailing address, check the Same as Mailing Address box.

Business Phone

Main Phone

If your preference is that phone communications are directed to the staff member responsible for managing the certification, leave this blank.

Additional Information

Health Care Coverage

*Health Care Net Exposure for Families**

Select the option below that corresponds to the annual net exposure of an employee + family coverage tier.

- Less than \$15,000 (25 pts.)
- Less than \$20,000 (20 pts.)
- Less than \$25,000 (15 pts.)
- In excess of \$25,000 (0 pts.)

*Additional Health Care Benefits**

Select any of the listed benefits you provide to employees.

- Employer contributes to an integrated Health Reimbursement Account (5 pts.)
- Employer contributes to a Health Savings Account (5 pts.)
- Employer contributes to a Flexible Spending Account (5 pts.)
- Fertility services (15 pts.)
- Mental health care services beyond medical benefit (special vendor relationship, access during working hours, etc.) (15 pts.)
- Employee Assistance Program (10 pts.)
- None (0 pts.)

Child Care Cost Supports*

Select which of the following benefits you provide employees.

- Contributes to a dependent care flexible spending account (5 pts.)
- Pays 25% of family expenses for childcare (40 pts.)
- Pays 50% of family expenses for childcare (60 pts.)
- None (0 pts.)

* – Required question

^ – Does not count towards Matrix point total

Employee Schedule Flexibility for Family Issues

*Paid Time Off**

Paid Time Off (PTO) includes paid holidays, employee vacation, sickness, doctor visits; children and family sickness, appointments, activities, care; attend parent and/or child classes; other family commitments.

Select the provided benefit from the list below.

- Provide less than 14 days PTO for full-time employees; prorated for part time (0 pts.)
- Provide more than 14 days PTO for full-time employees; prorated for part time (5 pts.)
- Provide more than 21 days PTO for full-time employees; prorated for part time (10 pts.)

*Paid Leave Benefits**

Select provided benefits from the list below.

- Paid Maternity Leave of 12 weeks or more as a standalone, employer-funded benefit at a rate not below 60% of pre-leave earnings (25 pts.)
- Paid Maternity Leave for 6 weeks or more through an employer-paid short-term disability insurance policy, or paid by the employer, at a rate not below 60% of pre-leave earnings (15 pts.)
- Paid Paternity Leave of 3 weeks or more as a standalone, employer-funded benefit (20 pts.)
- Paid Bereavement Leave (5 pts.)
- None of the above (0 pts.)

*Unpaid Time Off**

Select Provided benefits from the list below.

- Provide 5 days or more of additional time off beyond PTO for family obligations (5 pts.)
- Unpaid Maternity Leave of 6 weeks or more (10 pts.)
- Unpaid Paternity Leave of 3 weeks or more (10 pts.)
- None of the above (0 pts.)

*Flexible Employee Work Time**

Select provided benefits from the list below.

- Variable-day or variable-week work schedule (10 pts.)
- Job Sharing with another Employee (5 pts.)
- Remote work flexibility to support workplace or family needs (10 pts.)
- None of the above (0 pts.)

Family Friendly Amenities*

Select provided benefits from the list below.

- Preferred parking for pregnant moms (5 pts.)
- Family friendly public areas (5 pts.)
- Company-wide family friendly events (5 pts.)
- None of the above (0 pts.)

Early Childhood Support*

Support for Early Childhood Education Initiatives

Select provided benefits from the list below.

- Early childhood literature for employees (5 pts.)
- Early childhood speaker option for employees (5 pts.)
- Referrals to community services (5 pts.)
- None of the above (0 pts.)

* – Required question

^ – Does not count towards Matrix point total

FFW Support*

Support of Family Friendly Workplaces

Select from the list below any actions you would be willing to take to support Family Friendly Workplaces and its mission.

- Provide testimonial for FFW (10 pts.)
- Provide an example of a unique policy which supports families (10 pts.)
- Make a donation to support FFW directly (for JCCCN Affiliation applicants, there will be an option to select the same for JCCCN) (0 pts.)
- Become a Certified Company only

*Corporate Sponsor *^*

Are you interested in serving as a Corporate Sponsor of Family Friendly Workplaces?

- Yes
- No

Conduit Contribution

*Check Presentation Event *^*

Would you like FFW to organize a check presentation event with the non-profit receiving your conduit contribution?

- Yes
- No

*Receiving Non-Profit *^*

Provide the name and any contact information you have for the non-profit to which you would like to direct your conduit donation.

*Press Release *^*

Should you be certified, would you like support from FFW to draft a press release announcing your certification? If you would like, we can also include reference to your conduit contribution and photos from a check presentation event should you elect to have one organized.

- Yes
- No

Company Logo *^

Please upload a high-resolution, color copy of your company's logo. Your logo will be associated with your listing in our public directory on our website, and we may use it in presentations in reference to certified companies.

Press Release Support*^

Social Media Links

Please insert below any social media links you would like us to be aware of. We will utilize these links to tag you in a post announcing your certification. If you don't have any or would not like to be tagged, please put "N/A".

Company Contacts *^

HR Contact

Please put below the name and contact information for the human resources/benefit contact at your company. If you are the HR contact, please indicate so.

* – Required question

^ – Does not count towards Matrix point total

Additional Company Contacts

Please list below the names, positions, and emails of any additional company contacts who you would like to have receive communications from FFW.

Additional Items ^

Applicants can select various branded items, listed below, and order them through the application process. *Prices may differ from what is listed in this document.*

- Certification Plaque, \$66 each
- Coffee Mug, \$11 each
- Yard Sign, \$15 each
- Window Cling, \$10 each
- Car Window Cling, \$10 each

–End of application–

* – Required question

^ – Does not count towards Matrix point total