



# 401(e) Home Energy Service

## *Introducing a new kind of employee benefit program*

**Your biggest asset is your employees. Their biggest asset is their home. Invest in both!**

401(e) Home Energy Service is designed to help Grand Forks area homeowners make their homes healthier and more comfortable while achieving **significant energy savings**. Partnering with 401(e) Home Energy Service provides you with an exciting opportunity to enhance your employee benefit package at a **minimal cost!**

### **Comprehensive energy efficiency services**

- By becoming a partner in the 401(e) Home Energy Service, you can offer an innovative and valuable benefit to your employees.
- The program is managed by Red River Valley Community Action and is offered as a turnkey energy benefit program to employers.
- You can make a **positive impact** in your employees' lives and in your community. Their home energy improvements will increase their comfort and health while reducing their utility bills.
- 401(e) Home Energy Service is working with Home Performance with Energy Star to deliver whole-house energy savings to improve comfort and help protect the environment.

### **Advantages**

- 401(e) offers a **high return on investment**, faster than Bonds, CD's, IRA's and traditional savings accounts, less risky than the stock market.
- A greener home is a **healthier** home, and improved indoor air quality means better health for your employees and their families.
- Participating in 401(e) also adds meaning to your existing sustainability initiatives, gives a good image of your company, and shows **environmental and social responsibility**.
- Other employers around the country that have participated in similar programs, such as L'Oreal USA in Arkansas, have seen an increase in employee loyalty and retention. It is also a great opportunity to attract new employees.
- All profits from 401(e) programs go to support non-profit programs provided by Red River Valley Community Action. That means not only are you investing in your employees and their homes, but in the community as well.

### **Partners**

- RRVCA helps you with marketing and provides signup and program administration.
- Our 401(e) Home Energy professionals ensure that the home energy assessment and the home energy improvement work are done to **the highest standards** of the field.
- We are partnering with local Credit Unions to provide the low-interest loan offering.

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***"It was a great opportunity for me that my employer invited 401(e) to speak about the home energy assessment. I took advantage of this service and made some great improvements that Jason and his staff suggested."***

*~Steve Hell is an employee of the Grand Forks Parks District who benefited from 401(e) Home Energy Service through his employer.*

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## How it works

- With your help, we come to the workplace and make a presentation of the program to your employees.
- At those fun and social get-togethers, we will hand out applications to receive a comprehensive home energy assessment. We will come to the employee's home to do a series of tests and measurements that will help us determine what energy efficiency improvements would save the most energy and increase comfort and safety around the house.
- Those improvements can include: attic insulation, air sealing, foundation insulation, new windows or doors, furnace replacement, and more.
- We will walk the homeowner through the process, and also provide up to \$900 in rebates and incentives.
- To finance the energy efficiency improvement work, employees have the option of taking out a 401(e) loan through partnering financial institutions at a low-interest rate.
- After the home energy improvement work is completed, the loan can be paid back through the workplace with a convenient payroll deduction.



## A close collaboration

401(e) will actively market and coordinate the program, assure that the work on your employees' homes is done to the highest standards by qualified contractors, provide incentives and rebates, and work closely with local credit unions to offer low-interest financing.

Together, we bring this unique opportunity to your employees.



CERTIFIED  
PROFESSIONAL

The energy efficiency upgrades will be done to the highest standards, thanks to RRVCA's over 35 years of experience, state-of-the-art equipment, and our Building Performance Institute (BPI)-certified energy analysts.

**Take a proactive step and make a difference in your employees' lives today!**



### Contact us!

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401(e) is offered by Red River Valley Community Action, a Grand Forks-based non-profit serving Grand Forks, Nelson, Pembina and Walsh counties.



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### OUR PARTNERS



Xcel Energy City of Grand Forks

Office of Renewable Energy and Energy Efficiency  
North Dakota Department of Commerce