



Overview of Employee Benefits

PAID TIME OFF	<p>Holidays • 10 to 15 days per year</p> <p>Vacation • 13 to 26 days per year, on accrual basis</p> <p>Sick Leave • 13 days per year, on accrual basis</p> <p>Personal Leave • 1 day per calendar year</p>
INSURANCE	<p>Medical • PPO Options (United Health Care)</p> <p>Dental and Vision</p> <p>Life • Employer paid one times salary • Options for dependent and supplemental coverage</p> <p>Short-Term Disability • Employer paid</p> <p>Long-Term Disability • Employer paid</p>
RETIREMENT	<p>Tax-Deferred Defined Contribution Plans</p> <ul style="list-style-type: none"> • Employer paid money purchase plan – 5% of compensation • Discretionary matching plan – up to 4% of compensation <p>Voluntary tax-deferred retirement savings option</p>
FLEXIBLE SPENDING ACCOUNTS	<p>Section 125 Plan</p> <ul style="list-style-type: none"> • Pre-tax reimbursement for medical expenses
OTHER BENEFITS	<p>Prepaid Legal Services Plan</p> <ul style="list-style-type: none"> • Consultation, court room representation, other benefits <p>Flexible Scheduling</p> <p>Transportation Benefits</p> <ul style="list-style-type: none"> • Employer subsidy for mass transit & parking expenses <p>Adoption Assistance</p> <p>Educational Assistance</p>