



## Overview of Employee Benefits

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