

# Benefits Breakdown



## Medical Insurances

### Medical Insurances

*CIGNA HEALTH*  
2 Affordable Plans

### Dental

*CIGNA HEALTH*  
2 Plans to choose from

### Vision

*ADVANTICA*



## Disability

*LINCOLN FINANCIAL*

### Long-Term Disability

Paid for by The Arc

### Voluntary Short-Term Disability

Available for Employees



## Professional Development

All Required Training Provided  
Additional Leadership &  
Development Classes offered  
Development Center  
Arc Membership  
NADSP Membership



## Finances

### Pre-Tax Savings Accounts

*INFINSOURCE*  
Health, Dependant  
& Limited Purpose FSA

### Health Savings Account

Employer Contributions  
Pre-Tax Savings



## Paid Time Off

### Annual Leave – 10 days to start

*Full-time Employees*

### Sick Leave – Earn .05 hours for every hour worked

*All Employees*

### Personal Leave – 3 days per year

*Full-time Employees*

### Holidays – 7 days per year

*Full-time Employees*

### Bereavement – 3 days paid leave

*All Employees*

### Jury Duty – 3 days paid leave

*All Employees*



## Retirement Perks

### 403(B) Retirement Plan

*MUTUAL OF AMERICA*

Contribute up to 5%,  
The Arc will match 4%



## Life Insurances

### Group Life & AD&D

*LINCOLN FINANCIAL*

Fully paid by The Arc

### Supplemental Life

No Medical Underwriting up to \$80,000



## Additional Voluntary Benefits

*HARTFORD INSURANCE*

Accident Insurance

Critical Illness

Hospital Indemnity Insurance

Pre-paid Legal Services - *Countrywide*

Employee Assistance Program

*Lincoln Financial*



## Considerate Compensation

Paid for Training

Overtime Opportunities

Holidays Paid at Time and A Half



## Referral Bonuses

Refer a Friend and Get Paid