**Benefits Breakdown**

**Medical Insurances**
- **Medical Insurances**
  - **CIGNA HEALTH**
    - 2 Affordable Plans
- **Dental**
  - **CIGNA HEALTH**
    - 2 Plans to choose from
- **Vision**
  - **ADVANTICA**

**Finances**
- **Pre-Tax Savings Accounts**
  - **INFINSOURCE**
    - Health, Dependant & Limited Purpose FSA
  - **Health Savings Account**
    - Employer Contributions
    - Pre-Tax Savings

**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*

**Disability**
- **LINCOLN FINANCIAL**
  - Long-Term Disability
    - Paid for by The Arc
  - Voluntary Short-Term Disability
    - Available for Employees

**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

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

**Retirement Perks**
- **403(B) Retirement Plan**
  - **MUTUAL OF AMERICA**
  - Contribute up to 5%, The Arc will match 4%

**Considerate Compensation**
- Paid for Training
- Overtime Opportunities
- Holidays Paid at Time and A Half

**Referral Bonuses**
- Refer a Friend and Get Paid