

## Sunshine Village's Benefits Help Our Employees Shine!

- Sunshine Village offers **generous PAID TIME OFF** (vacation, personal days and sick days)
  - Accrual starts on the day of hire – and increases with length of service.
  - Carryover is allowed for up to a full year to the next year.
  - AND additional time off each year is offered with **10 PAID HOLIDAYS**.
- Sunshine Village offers a great **WORK-LIFE BALANCE!**
  - Work week for Direct Support Professionals is M-F, 8:30 to 3:30 (no night or weekend shifts!)
  - Work week for other professionals is M-F, 8:00 to 4:00
- Sunshine Village offers a **401K RETIREMENT PROGRAM** through Empower that all employees can immediately begin investing in after 30 days of employment.
  - A 100% match up to 4% starts on your one-year anniversary.
  - Employees are 100% vested at time of hire.
- Sunshine Village will pay **70% of your HEALTH INSURANCE coverage** – whether for a single, employee plus one or family plan - through Health New England
  - Eligible 30 days after hire
- Sunshine Village pays **65% of your DENTAL INSURANCE** – whether single or family plan - through Delta Dental
  - Eligible 30 days after hire
- **FREE long term disability insurance** covers you in the event of a disabling medical condition or accident
  - Eligible after 90 days of service.
- Sunshine Village offers **FREE paid life insurance**
  - Eligible after 90 days of service.
- Employees – at time of hire - can earn a **REFERRAL BONUS of \$500** for referring new employees to Sunshine Village.
- All employees have access to a **Free EMPLOYEE ASSISTANCE PROGRAM** upon hire
  - Employee's family members can access the program for FREE
- **Professional and personal development** opportunities are offered through the year – through the agency's on-line platform and through live trainings – including:
  - Leadership Trainings
  - Certifications such as First Aid/CPR and Safety Care

- Sunshine Village offers all employees **optional, discounted insurances:**
  - Vision care through EyeMed
  - Short term disability and other insurances through UNUM
- Sunshine Village does the “**little stuff**” for our employees too!
  - Raffles for prizes throughout the year, including “shine time” (paid time off)
  - Branded gifts are given throughout the year.
  - Discounts at local businesses are offered to all employees.
  - Wellness initiatives are sponsored by Sunshine Village regularly