

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 – can earn a **REFERRAL BONUS of \$500** for referring new employees to Sunshine Village. \$250 after 90 days and \$250 after 6 months. Both employees **MUST** be active employees at the time the Referral Bonus is to be paid out.
- 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