

Sunshine Village's Benefits Help Our Employees Shine!

- Sunshine Village offers **generous PAID TIME OFF** (vacation, personal days and sick days)
 - Accrual for PTO starts on the day of hire – and increases with length of service. You can begin using your accrued time after you successfully complete your 90-day introductory period!
 - Carryover is allowed for up to a full year to the next year.
 - AND additional time off each year is offered with **11 PAID HOLIDAYS**. You are eligible for paid holidays on your first day at Sunshine Village.
- 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 offers you access to a financial professional – with free advice – to help you invest in ways that are best for you!
- 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 **70% 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 of \$25,000**
 - We hope you don't need it - but you are eligible after 90 days of service.
- Employees – at time of hire - can earn a **REFERRAL BONUS of \$500** for every new employee referred 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.

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