

The PLUS Company, Inc. offers a competitive and wage package. The following is a summary of the benefits offered:

Full-Time (at least 35 hours per week)

Medical and Dental Insurance: The PLUS Company pays 85% of the premium cost for both.

Health Reimbursement Arrangement (HRA): Internal Revenue Service (IRS) sanctioned program that allow an employer to reimburse medical expenses paid by participating employees to offset health care costs.

Employee Assistance Program (EAP): Anthem EAP is a confidential counseling referral service, crisis assistance, financial consultations and care resources that is available to staff and eligible household members

Employee Earned Time: Earned time is used for vacations, illnesses and personal time off; and is accrued per pay period based on the number of hours budgeted per week.

Holiday Pay: The PLUS Company offers eight (8) paid holidays a year. Staff work in programs that run 24/7 and work these specific holidays are paid double time and a half for the hours worked. There are an additional four (four) holidays that are considered “floating holiday” in which staff can take the holiday off or they can work it and take another day off it its place.

Flexible Spending Account (FSA): A FlexPlan provides you with the opportunity to withhold pre-tax dollars from your paycheck to pay for qualified, health related and dependent care expenses.

403 B Tax Sheltered Annuity Plan: Eligible after one year of service to receive employer matching/or employer discretionary contributions, if made when you work 1000 hours per year. Employer match is \$.50 for each dollar the employee contributes up to 6% of pay.

Short-Term Disability Insurance: Benefits begin on the 15th day after and accident or illness. Benefits are payable for 24 weeks. Eligible staff will receive 66 2/3% of weekly salary with a maximum benefit of \$1000 per week. *There is no cost to the employee to receive this benefit.*

Long Term Disability Insurance: Begins 180 days after disability begins. The disabled employee will receive 60% of monthly salary with a maximum of \$6,000 per month. *There is no cost to the employee to receive this benefit.*

Basic Life Insurance: Full-time employees are eligible to receive basic life insurance in the amount of 2 times their salary up to a maximum of \$200,000. *There is no cost to the employee to receive this benefit.*

Voluntary Life Insurance: Full-time employees who would like to supplement their group life insurance may purchase additional coverage for themselves as well coverage for their spouse and children.