



## Y.O.U., Inc. Benefits and Compensation

Y.O.U., Inc. makes every effort to provide competitive compensation and benefits packages in order to effectively recruit and retain dedicated employees. We recognize that direct compensation, or salaries, are important to employees, yet the factors that set Y.O.U., Inc. apart from other agencies pertain to all of the different types of *indirect* compensation, such as benefits or perks, that Y.O.U., Inc. provides to its employees:

The following list provides information about many of the current benefits that Y.O.U. Inc. provides to our employees\*:

### Health Insurance

- Medical insurance plans through Fallon Health with wellness discount and reimbursement program
- Dental insurance with Cigna, including vision discount
- Domestic Partner Coverage
- Cafeteria Plan

### Flexible Spending Accounts

- Pre-tax Flexible Spending Account
- Pre-tax Dependent Care Account

### Earned Time (Paid Time Off)

- Vacation time starting at 2-3 weeks per year
- Sick time up to 12 days per year
- 11 paid holidays

### Tuition Assistance

- Tuition Reimbursement after one year of full-time service
- Agency Tuition Grant Program
- Tuition discounts at participating area colleges
- Tuition Remission for student loans

### Life and Disability Insurance

- MetLife Life insurance, Temporary Short Term Disability, Long Term Disability, AD&D, 100% employer paid
- Supplemental Life and Accident Insurance

### Retirement Plans

- 403(b) contribution plans with The Principal Group
- Profit Sharing plan

### Training

- Trainings sponsored by the agency (on/off-site) for *free* CEU's
- CPR & First Aid Courses

### Additional Benefits

- Employee Assistance Program (EAP)
- Child Care Reimbursement
- Verizon Wireless Discount
- Group Auto and Home Insurance Discount Program
- Discounts to events
- Unemployment Insurance
- Leave of Absence through the Family and Medical Leave Act
- Agency Supported Maternity Leave
- Bereavement
- Employee of the Year Awards
- Longevity Awards
- Staff Days
- Worker's Compensation