



ENVISION POSSIBILITIES, EXPLORE CHOICES

EMPLOYEE BENEFITS PROGRAM



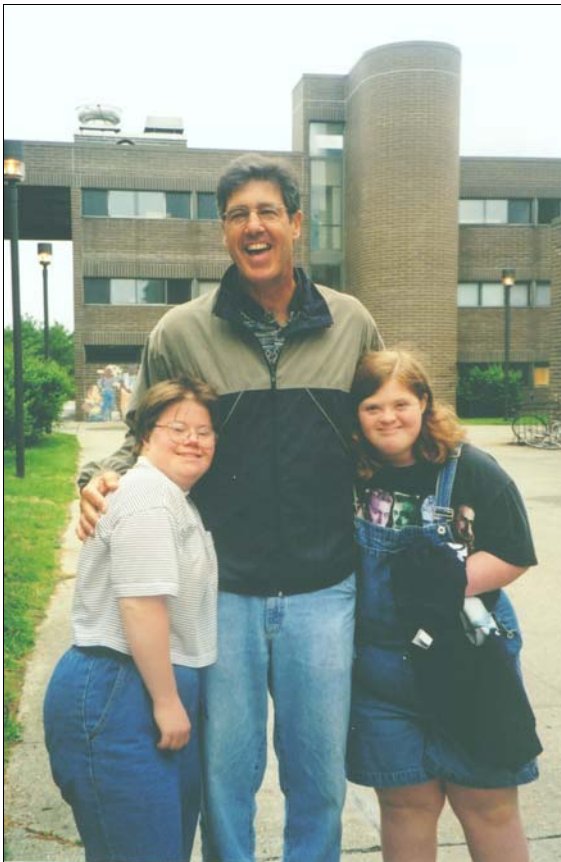
At Westchester Arc, we believe that employees are the “heart” of the services that we deliver to individuals with developmental disabilities.

WESTCHESTER ARC’S EVOLVING MISSION

The mission of **Westchester Arc** is to empower children and adults with developmental disabilities to achieve their potential based on personal choices, abilities and interests.

This is accomplished through person-centered services, support to families, advocacy and leadership, which together inspire the community to value the inclusion of people with developmental disabilities.

In order to achieve our mission, we strive to provide the best benefits we can with the hope of hiring and retaining employees that are equally committed to helping empower our clients reach their potential. Enclosed is a comprehensive display of the benefits we provide to our employees.



WHY WORK AT WESTCHESTER ARC?

In addition to our professional, friendly and business casual environment, we offer:

- Comprehensive **Medical** coverage at minimal cost
 - Flexible **Dental** coverage at NO COST
 - **FREE Life Insurance** (1 times annual salary)
 - Optional **Supplemental Life Insurance** for entire family
 - Long-Term and Short-Term **Disability Benefits**
 - **Workers Compensation**
 - **FREE Employee Assistance Program**
 - Counselors available 24/7 to assist with work/life balance
 - **Retirement Plans (403B)**
 - **2%-8%** agency contribution starting after 2 years of continued employment. Percentages based on years of service
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- **Generous Time-Off Policy**
 - **Vacation:** Exempt staff earn 4 weeks each year. Non-Exempt staff earn 2 weeks their first year and 3 weeks thereafter
 - **Personal:** Up to 5 days per year
 - **Floating Holidays:** Up to 3 per year in addition to 8 agency holidays
 - **Sick Time:** 15 days per year

ADDITIONAL BENEFITS...

- **Health Reimbursement Arrangement (HRA)**
 - Eligible staff will receive money towards reimbursement of covered expenses.
- **Annual Staff Recognition** dinner honoring years of service
- Best Practices awards of up to \$2,000
- **Career Development** Program
- **Home Buyer Workshops**
 - Assists new home buyers and offers grants for home improvements
- **Credit Union Membership** offering low interest loans
- **Educational Assistance Program**
 - Tuition reimbursement to qualified individuals for educational advancement.



Monica Delconte and Dora Pallagrosi

“I have been with Westchester Arc for 14 years, and I have enjoyed the medical benefits that have been provided for my family. All my doctors are participating providers which makes a big difference in my life. It provides me with a lot of different options with reasonable and limited expenses.”

Dora Pallagrosi, Administrative Assistant, Residential

CAREER GROWTH FOR...



Residence Counselor



Job Coach



Teacher's Aide

For more information contact:

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