

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%-10%** 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 5 per year in addition to 8 agency holidays
 - **Sick Time:** 15 days per year
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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.
- **Wellness & Fitness Program**
 - Savings in Health Club Memberships and reimbursement through insurance carrier.



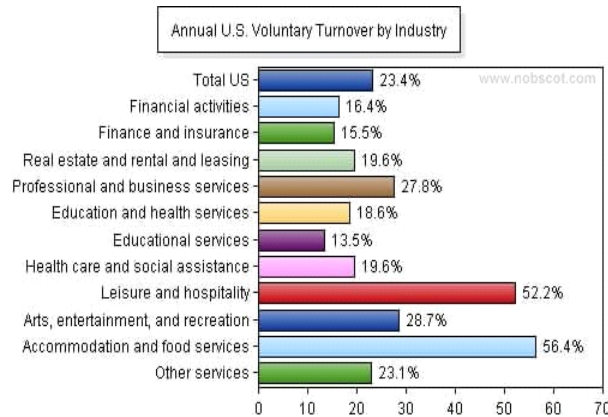
Voluntary Employee Turnover Rates by Industry

(source: US Department of Labor, Bureau of Labor Statistics)

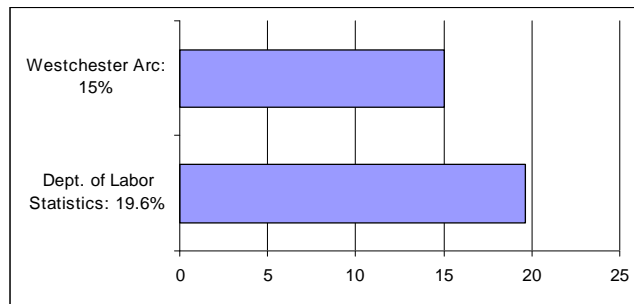
Your **personalized** Benefit Statement is enclosed. This document summarizes your total compensation for 2007.



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



2007 Westchester Arc Voluntary Turnover Rate



The comparison above shows that the 2007 Westchester Arc Voluntary Turnover Rate of **15%** is lower than the US Department of Labor, Bureau of Labor Statistics recorded trend of **19.6%** in our industry (Health care and social assistance). Managing employee retention means effectively monitoring staff turnover and developing retention programs. The agency, in its continuing effort to address retention, practices an approach that focuses on the **employee** and the balance between their professional and personal “family friendly” life.

- **High employee involvement practices** aiming at encouraging communication between management and staff through circulating information such as the weekly newsletter from the office of the Executive Director, staff surveys and staff committees (Diversity Committee, Best Practices Committee, etc.)
- **Human resources practices** focusing on fair employment practices, career development and advancement, job performance feedbacks, and training needs.
- **Reward and commitment practices** aiming at creating a greater sense of belonging and commitment such as seniority based additional off time, bonuses, salary increases, and pension benefits.

The agency’s employee contribution is currently (2009) at **9%** of the total cost of medical insurance. The national average for employee contributions is **17%** for single coverage and **26%** for family coverage for similar size organizations (source: 2005 National Compensation Survey, U.S. Department of Labor, Bureau of Labor Statistics) Needless to say, since this data represents the 2005 trend of employee contribution, it is predictable that it has increased. Westchester Arc's employee is significantly less than the 2005 trend and predictably much less than the current trend.

