



## Benefits Summary Overview

AHRC Nassau takes great pride in offering a benefits program that provides flexibility for the diverse and changing needs of our employees. This brochure highlights the benefits available to you.

### Health and Wellness

**Medical**— low employee contributions

**Dental**—100% coverage for in network semi-annual check ups

**Vision**— annual examination and new glasses provided

**Group Term Life and AD&D Insurance**— provided at no cost to the employee

**Health Screenings**—on site offerings for health and vision screenings at no cost to the employee

**Gym Membership Reimbursement**—up to \$400.00 annually and up to \$200.00 annually for spouses

**Project You, Wellness Program**—earn up to \$175.00 annually by participating in free wellness options offered at work

**Voluntary Insurance** -Aflac Accident/ Cancer, short/long term disability, voluntary life insurance

### Paid Time Off

**Vacation**—three weeks annually in the first year

**Sick Time**—12 days annually (including New York State Sick Leave)

**Floating Holidays**—four days annually

**Holidays**—Nine paid holidays annually

**Personal Time**—three days annually

**Bereavement**—three days

**Health Screenings** -Breast/Prostate Cancer and physical—four free hours for each annually

**Jury Duty Pay**—up to three weeks pay for service for full time non-exempt employees—compensation is provided to part-time employees as well at a modified rate

**Paid Child Care Leave**—two weeks of paid leave upon the birth or adoption of a child for all employees who work over 21 hours per week

**Educational Leave**—an employee may be granted a leave of absence of up to 4 months to complete educational requirements \*

### Retirement Benefits

**Retirement Plan** - funded 100% by AHRC because we want to assist you in your retirement

**Retirement Plan-403(b)**—opportunity to voluntarily save for retirement through a pre-tax payroll deduction\*

**Continuation of Health Insurance for Retirees** AHRC will continue to pay 40% of the cost for the plan

### Child Care Options

**Discounted rates for employees.**

Locations at New Hyde Park, Brookville (preschool only), and Post Avenue in Westbury \*

### Additional Benefit Options

**Flexible Spending Accounts**—pay for health and dependent care with pre-tax dollars

**Employee Assistance Program (EAP)**—no cost to the employee, confidential \*

**Employer Assisted Housing Partnership**—AHRC provides \$3,000 to eligible employees for the purchase of their first home. In addition, a grant is available which can provide up to \$12,000.00 towards the down payment for eligible employees.

**Pre-paid Legal Services**—option to have salary deductions for legal services\*

**Direct Deposit**—provides immediate access to your paycheck\*

**Employee Discounts**—phone, cable, car rental, furniture, home appliances and more\*

**Tuition Incentive Programs**—go to school for free

**New York 529 College Savings Plan Voluntary Deductions**

**Co-Pilot Service and Advocacy**—free benefits concierge

\* Indicates offerings available to part time employees. In addition, pro-rated paid time off is offered to those working over 21 hours/week.

At AHRC Nassau we are committed to providing a comprehensive employee benefit program that helps our employees stay healthy, feel secure and maintain a work/life balance.

This brochure only briefly describes the employee benefits available at AHRC Nassau. Complete information on benefits eligibility, costs and coverage is available upon request with Human Resources Benefits.