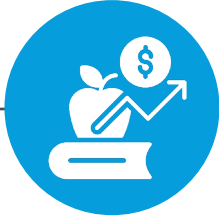
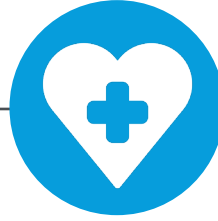


FULL TIME EMPLOYEE BENEFITS



Professional Development

- Tuition Assistance/ Reimbursement Program (up to \$3,000/year after first year of employment)
- Employer paid licensure for LCSW and LCPC
- University tuition discount available upon hire: 10% at Aurora University and 20% at Lewis University
- Extensive Leadership Training and Professional Development Classes
- LGBTQ+ Training
- Anti-racism training
- Supervisory support
- Public Loan Forgiveness Organization



Health and Wellness

- Blue Cross/Blue Shield Medical Coverage—choice of 5 plans
- Dental Coverage—choice of 2 plans
- Vision Coverage
- Employee Assistance Program
- Comprehensive Wellness program with free Headspace app for employee and 5 dependents
- Confidential access to legal assistance, counseling, and more
- Workforce Resiliency Program



Work/Life Balance

- Generous Paid Time Off (12 vacation days, four mental health days and five sick days accrued during the first year)
- Ten paid agency designated holidays plus one floating day per year
- Bereavement: up to five days
- Non-traditional schedule options
- Options to adjust work schedule, depending on position or needs



Financial Benefits

- 403B/Roth or 403B with agency match after 90 days
- Flexible Spending Accounts (FSA)
- Financial Education



Life Insurance & Disability Insurance

- Employer provided 1x annual salary up to \$50,000
- Supplemental Benefits offered



Employee Recognition

- Recognition Program for all team members
- Award recognition for milestone anniversaries
- Engaged Leadership and Team member partnership