

EMPLOYEE BENEFITS OVERVIEW

<u>Benefit</u>	<u>Regular Full-Time Employees*</u>	
Animal Care (Veterinary) Discount	50% discount off price of veterinary services for employee pets rendered at the Angell Animal Medical Centers. Services include: professional service fees, exam fees, appointment fees, emergency fees, laboratory services, radiology, surgery, boarding, spaying, neutering, and medication. \$4,000 annual maximum benefit.	
Retirement Savings Plan	MSPCA-Angell matches 100% of the employee's 403(b) contribution up to 4%; Match contributions are 100% vested upon the completion of the 3rd year of service	
Medical Insurance	MSPCA-Angell pays 80% of the monthly premium for an individual plan; family plan subsidy varies annually; Current plan offered: Blue Cross Blue Shield PPO	
Dental Insurance	Two Delta Dental plans offered: Premiere USA or Premiere USA Enhanced	
Supplemental Vision Plan	Option to purchase supplemental vision insurance coverage at a group discounted rate. The vision plan covers annual eye exams, and provides an annual allowance for eyeglass frames and/or contact lens.	
Life and AD&D Insurance	Benefit equals two times annual base compensation, exclusive of overtime	
Employee Assistance Program	Up to 3 confidential sessions with a counselor, for employees or family members	
Flexible Reimbursement Account Program (FRAP)	Pre-tax reimbursement account for both Health care and Dependent care expenses	
Holidays	MSPCA and Non-exempt Angell employees: 11 paid holidays	Angell exempt employees: 7 paid holidays
Vacation time	Non-exempt employees: 0-4 years: 2 weeks 5-11 years: 3 weeks	Exempt & Supervisory employees: 0-5 years: 3 weeks 6-19 years: 4 weeks
Sick time	Accrued on a monthly basis	
Tuition Reimbursement	Tuition and laboratory fees are reimbursable items up to a maximum of \$1500 per individual per year	
Legal Insurance Plan	Offered at a group rate, provides you with affordable, reliable legal coverage to help with everyday life matters — like getting your will done, a dispute with a contractor or an auto repair that doesn't go as planned.	
LifeLock Identity Theft Protection Plans	Available, at a reduced group rate, the opportunity to purchase LifeLock Identity Theft Protection. Three plan level options are available	
Interim Disability	Percent of income for first 180 days for non-work related disabilities	
Long Term Disability	Disability income up to 67% of pre-disability earnings to a monthly maximum	

*Full-time equivalency is 32-40 hours per week