



## Why work at Kessler Foundation?

### Health Care Benefits

#### **Medical / Prescription Plan**

We offer multiple plans with prescription coverage options. We also have a dedicated advocate to help you choose the plan that best serves the needs of your family.

#### **Dental/ Optical Reimbursement Plan**

Our dental/ optical reimbursement plan reimburses you 100 percent up to \$3000 per year per family.

#### **Flexible Spending Accounts**

Pre-tax payroll deductions to pay for eligible medical and/or dependent care expenses.

### Future Planning

#### **401(k) Plan**

We offer a comprehensive 401(k) plan on a pre-tax contribution or post-tax (Roth) bases. Kessler Foundation will match employee contributions up to 4% with immediate vesting. In addition, we offer an employer discretionary contribution on top of the matching at year-end.

#### **Credit Union**

Voluntary payroll deduction



## Professional Development and Education

### **Tuition Reimbursement Plan**

Kessler Foundation supports employees' education with offering tuition reimbursement of 80 percent up to a maximum of \$4,000 per year.

### **Student Loan Repayment Plan**

Kessler Foundation offers employees assistance in repaying their student loan. The Foundation will match monthly payments to active student loans up to \$100/ month.

### **Professional Development**

Take advantage of the many professional development opportunities. Kessler Foundation offers a variety of lunch and learns seminars, professional development seminar series, and support for membership in professional associations/ societies.

## Work/Life Balance Time-Off

### **Paid Holidays**

Eight paid holidays scheduled per year.

### **Vacation (Paid Time-Off)**

Vacation awarded on date of hire and increases with years of service. We also include a one-year carryover to allow flexibility in planning time-off.

### **Paid Illness Leave (Sick time)**

Sick time awarded on date of hire and allows for annual carryover.



### **Bereavement Time**

Employees are eligible for bereavement leave for both immediate family and non-immediate family members.

### **Dependent Care Reimbursement Plan**

Employees can use this pre-tax benefit account to pay for dependent care services, such as preschool, summer day camp, before or after school programs, and child/ elder daycare.

### **Maternity Leave**

Employees are eligible for maternity leave.

## **A Positive Environment**

### **A Collaborative Culture**

Employees enjoy a shared passion for their work and commitment to working towards the mission of the Foundation.

### **Social Activities**

Employees have the opportunity to socialize and interact with each other at various events. Events include our annual Holiday party, frequent pizza lunches, and employee contests.

### **Recognition Programs**

Employees recognized by their managers for exceptional work are eligible for incentive programs. We also offer an annual awards luncheon based on years of service.



## Wellness

### **Employee Assistance Program**

Our employee assistance program offers counseling for life events, free webinars on topics ranging from stress management to financial education, legal consultation services, and more all available 24 hours/ 7 days a week.

### **Fitness Center (East Hanover location)**

Employees have access to our on-site fitness center.

### **Health and Wellness**

Attend our monthly wellness seminars that feature a wide range of mental and physical health topics. We also offer annual biometric wellness exams and on-site flu vaccination clinics.

### **Lactation Rooms**

We provide on-site private lactation rooms in both of our locations.

## Financial Protection

### **Temporary Disability Insurance**

Coverage provides income protection of 85% of salary.

### **Long-term Disability Insurance**

Coverage provides for 60% of salary.

**Life Insurance**

Coverage pays two times annual base salary, up to policy limit.

**Accidental Death and Dismemberment Insurance**

Pays two times annual base salary, up to policy limit.

**Additional benefits**

**Birthday recognition**

**Commuter Benefit**

**Convenient Employee Parking**

**Discount Program - includes automotive, fitness, pet insurance, technology, travel, and more.**

**Flexible Work Schedules**

**Summer Schedule**

**\*Benefits eligibility begins at 24 hours per week.**