



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 offers assistance in repaying their student loan. The Foundation will match monthly payments to active student loans up \$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.**