

Employee Benefits Overview

Eligibility: Employees who work at least 30 hours/week are eligible for most benefits.

Some benefits require full-time status (37.5 hours/week); some are pro-rated for part-time employment.

Medical with Prescription Drugs	ACR offers 3 plan options with Anthem BCBS: 1 Traditional PPO, and 2 High Deductible Plans with Health Savings Account (HSA). All plans utilize the Anthem National Network.
Dental	Dental PPO Plan offered by Delta Dental. Preventive care paid at 100%. Dental coverage is bundled with the Medical plan.
Vision	Stand-alone voluntary vision plan offered through VSP. Covers annual eye exam as well as copays for contacts, frames and lenses.
Life/AD&D	Life and Accidental Death & Dismemberment insurance paid by ACR. Coverage is 2x annual base salary up to \$500,000 maximum.
Short-term and Long-term Disability	Coverage is paid by ACR. Provides partial income replacement while unable to work due to illness or injury as certified by a physician.
Voluntary Life/AD&D	Additional Life and AD&D coverage may be purchased at the Employee's cost. Coverage is available for spouse and dependents. Rates are age-dependent.
Flexible Spending Accounts	Medical FSA, Dependent Care FSA, and Limited Purpose FSA are available. FSA Transit/Parking also available.
Leave	Vacation, Personal, Sick and Holiday Leaves are available – 8 Holidays, 5 Personal Days and 12 Sick Days may be accrued per year. Vacation accruals are based on tenure at the ACR and begin at 15 days per year.
Voluntary Accident & Critical Illness Plans	Insurance plans offered by MetLife to complement medical coverage and provide lump sum payments for covered incidents and illnesses.
Pre-Paid Legal Insurance	Provides a variety of fully covered legal services to employees and their families for just \$18 per month.
403(b) Plan	Employees can defer up to 75% of their salary pre-tax, up to the IRS max, to save for retirement. A Roth feature is also available. The plan is administered by Vanguard.
Pension Plan	ACR contributes 10% of Employee's annual salary to their retirement plan. A waiting period of 12 months applies, as well as a minimum of 1,000 hours worked each year to be eligible.
Tuition Reimbursement	ACR will reimburse up to \$5,000/yr for courses from an accredited institution towards a degree or for job-related courses. A waiting period of 12 months applies.
Physical Fitness Reimbursement	ACR will reimburse for health club memberships, fitness/exercise, organized sports participation, and equipment for exercise/fitness up to \$200/yr.
ACR Cares Volunteer Program	ACR is committed to strengthening the communities where our employees live and work through volunteerism. Paid days off are available for participation in volunteer work.
Paid Parental Leave	Eligible full-time employees are entitled to four weeks (20 days) of fully paid parental leave. Eligible part-time employees are entitled to two weeks (10 days) of fully paid parental leave.
Employee Assistance Program (EAP)	Provides assistance with relationship counseling, financial counseling, legal counseling, addiction counseling, stress management, work/life concerns, etc.
Training/Professional Development	ACR provides training/ professional development to assist employees in developing their job skills, as needed, as well as paying for membership in job-related professional organizations.
Employee Referral Bonus	Employees may be paid \$1,000 for referring friends or family members for open positions at the ACR – if the referral is hired and remains employed for 6 months.
Rewards/Recognition	Employees may receive discretionary spot bonus awards for outstanding work above and beyond their job requirements.
Discount Programs	Working Advantage discounts are available for movie tickets, theme parks, family events, and more.....

This overview is intended to provide only general information regarding the Company's benefits. ACR reserves the right to modify its benefits at any time.