



HERITAGE COMMUNITY INITIATIVES

OUR COMPREHENSIVE BENEFITS PACKAGE

Heritage Community Initiatives is committed to providing a robust package of benefits to our teammates, including:

- **Paid Time Off (PTO)**
 - 3 ½ weeks of accrued PTO in the first year of employment PLUS paid holidays (on average 9-11 days)
- **Health Insurance**
 - UPMC Health Plan – with Heritage paying approximately 70% of the cost
 - Teammates opting out of Heritage’s medical insurance are eligible to receive \$100/per month or \$50 per pay period (24 pays per year)
 - Vision, Short-Term Disability, Long-Term Disability and Basic Life Insurance (Guardian Insurance) - Free
 - Dental (Guardian Insurance) - \$34.74/month individual; \$50.14/family
 - Medical Reimbursement Plan – up to \$1,000.00 for Teammate (up to \$2,000.00 for Family)
 - Optional Supplemental Insurance (Critical Illness, Hospital Indemnity and Accident Coverage – Employee cost varies
 - Optional Employee-paid FSA available
- **401-k** – with a 4% match by Heritage Community Initiatives
- **Financial Wellness** – Free financial wellness evaluation/consultation by certified financial advisors
- **Heritage Education Programs' Benefit for the Children of Our Teammates**
 - Our exceptional Education Programs are available to all regular teammates at a discount
 - 100% discount for the oldest child enrolled (summer or school year)
 - 50% for siblings as well as biological or adopted grandchildren
 - For teammates not taking advantage of this benefit, Heritage will award four (4) days of PTO
- **Longevity Benefit** – Teammates marking their 5th anniversary will receive an annual award amounting to one week of pay; 10th anniversary annual award equal two weeks of pay
- **Milestones of Service Awards** – An award to teammates marking their 10th/15th/20th/25th anniversaries
- **Referral Bonuses** – Teammates are eligible to receive referral bonuses for qualifying referred staff and students that meet program requirements
 - \$1,000 bonus for every referral of a qualifying, successful candidate for open positions in any department at Heritage
 - \$500 bonus for referring any qualifying new student to a Heritage Education program

