



Benefits

- **Class A Award Winning Work Environment.**
- **15 days Paid Time Off annually** (PTO includes sick and vacation); issued in one lump sum annually (no accrual per pay); accessible the first day of employment. PTO will be pro-rated for start date. Runs January 1 – December 31. You receive an additional 5 days of PTO after 2 years of employment, and an additional 5 days after 5 years, and each consecutive 5 years, max 30 days PTO. Can carry over 6 weeks. Balance over 6 weeks will be paid out as taxable wages to employee on the first paycheck of the year.
- **10 paid holidays annually**

New Year's Day	Day after Thanksgiving (floating holiday)
Memorial Day	Christmas Eve (floating holiday)
4 th of July	Christmas Day
Labor Day	Day after Christmas (floating holiday)
Thanksgiving	New Year's Eve (floating holiday)
- **Medical, Dental and Vision from United Healthcare (Right Resources contributes 55% ; vision is voluntary)**
Note: Employee contributes 45% per pay (26 pays annually) Employees are eligible to participate in the health and dental plans on the first (1st) day of the month following 30th day of full-time employment. Please see rate grid for plan rates.
- **Charity Time Off (CTO)** 8 hours, which can be used for approved charity work throughout the year.
- **401(K) Plan** – company matches \$1-for-\$1 of your contributions up to 3% of your bi-weekly base salary and 50% of your contributions from 4% to 5% of your bi-weekly base salary calculated on a per payroll basis while participating through payroll deductions; vested 100% immediately in all matching contributions. There is a one year/ 1000 hours of work safe harbor eligibility requirement. For more details you can email accounting@right-resources.com.
- **FSA (Flexible Spending Account)** and **DCAP (Dependent Care Assistance Plan)** which can be used for IRS approved medical expenses and dependent care expenses. Deductions are pre-tax.
- **Short-Term and Long-Term Disability Insurance, Term Life Insurance and AD&D.** This is an employer paid benefit available on the first of the month following 90 days of employment. Term life is capped at \$50,000.
- **Annual tuition reimbursement and professional development of \$3,000 per year**, which can be used for pre-approved education expense, including Continuing Ed credits for certifications, certification training & testing