



# balance autism

# BENEFITS



## BALANCE AUTISM EMPLOYEE BENEFITS OFFERING

Designed to support our team members in their personal and professional lives, Balance Autism employees benefit from a wide range of programs and resources.



### PAID BENEFITS

- **PTO:** Balance your work and personal life with generous Paid Time Off.
- **Long-Term Disability:** In the event of a non-work-related injury that disrupts an employee's ability to work, this coverage provides a portion of their previous earnings.
- **Employee Assistance Program:** This provides assessments, short-term counseling, referrals and other services to employees with personal or work-related challenges.
- **Access Perks Discount Program:** Gain access to a huge private discount network, with up to 40% off restaurants, shopping, etc.



### OPTIONAL BENEFITS

- **Medical Plans:** Choose from four options to suit your needs.
- **Dental and Vision Plans:** Stay healthy and be well with our shared-cost plans.
- **403 (b) with 8% Company Match:** Save for retirement, with contributions from Balance Autism.
- **Student Loan Repayment:** Pay off your student loans with an (up to) 8% employer match.
- **Short-Term Disability:** This employee-paid insurance plan provides coverage for up to 90 days of leave due to a non-work-related injury that inhibits an employee's ability to work.





## ADDITIONAL BENEFITS

- **Opportunities for Career Growth:** A career with Balance Autism – considered a leader in the field of autism treatment and care – opens doors both within and beyond our organization.
- **Tuition Reimbursement & Student Loan Repayment:** We help finance your past and continuing education.
- **Industry-Related Education:** Gain new skills via free webinars, books, learning materials, and conferences.
- **PTO Gifting Program:** You can contribute to and potentially benefit from this program, which allows employees to donate accrued PTO into a general pool for fellow team members.
- **A Diverse Workplace:** Our organization welcomes and celebrates diversity across our team.
- **Your Opinion Matters:** Listening to our team members has enabled Balance Autism to innovate and grow, and we continue to provide frequent opportunities for our employees to give feedback.
- **Supportive Leadership & Coworkers:** Work with a team that helps you thrive— at an organization where leaders show they care.
- **Crisis Compensation:** In the event of certain crisis situations, like the COVID-19 pandemic, Balance may provide employees additional PTO and compensation.
- **Periodic Spot Bonuses:** Receive benefits for outstanding performance.
- **Direct Support Professionals (DSP) Week:** Each year, we join with organizations across the nation to celebrate our employees' hard work during DSP Week.
- **Employee Celebrations/Appreciation Events:** Throughout the year, we take moments to celebrate our employees' wins and milestones.



View available positions and apply at [BalanceAutism.org/careers](https://BalanceAutism.org/careers).