



Benefit Overview – April 2017

ICER strives to offer a competitive benefit suite to its full-time employees. The below overview is meant to give a general sense of the range of benefits we offer. Please note that details may change.

Health insurance:

- Standard HMO and PPO options available through Tufts in Massachusetts, Aetna in Maryland and Blue Shield of California in California – 80% employer paid

Dental insurance:

- Delta Dental, MetLife or Aetna – 80% employer paid

Vision insurance:

- VSP or Aetna Vision – 80% employer paid

Payroll frequency:

- Semi-monthly, paid on the 15th and last day of month

Employer paid life insurance, short-term and long-term disability

Paid time off/sick time/holidays:

- Flexible Paid Time Off for vacations and personal time; typically no more than 2 weeks at a time; no accrual or limit on amount taken; available after 3 months of service; 10 paid company holidays
- Sick time: Accrued at one (1) hour per twenty-six (26) hours of time worked (equivalent to 80 hours a year for full-time employees) up to a maximum cap of 96 hours

Leaves of absence:

- 8 weeks parental leave (4 paid, 4 unpaid; can also use available sick time to extend maternity leave)
- 4 week leave of absence unpaid, available on case-by-case basis

Retirement:

- Voluntary employee contributions to 401(k).
- Employer contributes 3% of salary to 401(k).

Other benefits:

- Commuter passes available for purchase pre-tax
- Discount shopping and services through TriNet Perks