

# Family Service Society, Inc.

*Planting the Seeds for a Better Tomorrow*

## Employee Benefits Overview

*Investing in the People Who Power Our Mission*

At Family Service Society, Inc., we believe that supporting our employees is essential to fulfilling our mission. We offer a comprehensive benefits package that promotes health, financial stability, and professional growth. Whether you are part-time or full-time, you are a valued member of our team.

### Health and Wellness

Available to employees working 30 or more hours per week

- Multiple medical plan options with Excellus BlueCross BlueShield
- Dental and vision coverage
- Flexible Spending Account (FSA)
- Employer-paid life insurance (equal to one times your annual salary)
- Optional life insurance for employees and eligible dependents
- Supplemental insurance options including hospital, accident, and critical illness coverage, and pet insurance (available to employees working 20 or more hours per week)

### Paid Time Off

- Vacation, sick, personal leave, and floating holiday time
- Twelve paid agency holidays per year
- Paid time off is prorated for employees working 20 to 29 hours per week

### Available to All Employees

#### Retirement Savings

- 401(k) retirement plan with 100% employer match on the first 2% of contributions
- Three-year vesting period applies to employer match

#### Professional Growth and Financial Support

- Continuing education and professional development opportunities
- Support for internal and external training
- Eligibility for Public Service Loan Forgiveness (PSLF) as a 501(c)(3) nonprofit employer

#### Well-being and Recognition

- Employee Assistance Program (EAP) with confidential support services
- New York State Paid Sick Leave
- Employee wellness initiatives supporting physical and mental health
- Staff recognition and appreciation programs

**Join a compassionate, community-focused team where your work truly makes a difference and so do you.**

Visit [www.familyservicesociety.org](http://www.familyservicesociety.org) to learn more or view open positions.