



*Our mission is to provide opportunities to children, youth and families to become more responsible for their own lives, and to strengthen their relationships with others.*

## **Highfields Employment Benefits Package**

- **Comprehensive Insurance Package**
  - Health Insurance with Simply Blue or Blue Care Network
  - Dental and Vision Insurance with Ameritas
  - Hearing and Lasik Insurance with Ameritas Dental Plan
  - Employer Paid Short Term Disability
  - Employer Paid Basic Life Insurance and Basic AD&D
  
- **Retirement Savings**
  - 401(k) savings plan with an employer match of 100% up to the first 3%, and 50% of the next 2% contributions
  
- **Generous Paid Time Off**
  - 160 hours of All Purpose Leave (APL) annually for regular full-time employees, accrued on a prepay basis (80 hours for regular part-time employees)
  - 10 paid holidays, plus receive a paid Birthday off
  - Jury Duty Time and Pay
  - Bereavement Time and Pay
  
- **Additional Benefits**
  - Paid training
  - Licensing supervision for Limited Licensed Social Workers and Counselors
  - Employee Assistance Program
  - Travel Assistance Program
  - Flexible Scheduling
  - Travel Reimbursement
  - Cell phone and laptop for Home-Based positions
  - Reimbursement for licensing preparation and exam