



Toward Independent Living & Learning, Inc.
20 Eastbrook Road
Dedham, MA 02026
(781) 302-4600

BENEFITS

We would like to take this opportunity to review the benefits we offer to our benefit eligible full- time and part-time employees. TILL offers a very generous package of benefits and services throughout the year in appreciation of the valuable work which our employees perform in supporting people with cognitive and physical disabilities. We continuously seek ways to provide perks throughout the year as a way of saying thank you and promoting the good will and professionalism of our staff.

- TILL offers a generous vacation package of 2 weeks for the first year of employment, 3 weeks after one year of employment, 4 weeks after 10 years and 5 weeks after 20 years.
- TILL employees receive 9 holidays and 10 sick days per year.
- Our health and dental benefits packages are deducted before taxes through our Pre-Tax Health Benefit Plan, thereby reducing your taxable dollars.
- We offer Blue Cross Blue Shield HMO Blue New England and the Blue Cross Dental Plan. Our health package is among the most comprehensive and offers incentives for good health care practices. We offer a Flexible Spending Plan and Dependent Care Plan.
- TILL pays the full premium for a Life Insurance Plan equal to an employees annual salary up to \$50,000. We certainly hope you never need to use this benefit!
- We offer an optional Life Insurance Plan to purchase additional amounts of life insurance through payroll deductions at deeply discounted group rates.
- TILL pays the full premium for Long Term Disability insurance for full-time employees.
- TILL offers a tax deferred 403B Plan in which you can save for retirement painlessly with pre-tax dollars. TILL will match your contribution by 10%.
- TILL offers optional membership in the Metro Credit Union with excellent options for obtaining loans and credit.
- TILL International Ambassador Program offers an international trip to different countries to visit comparable human service programs. Eligible contest winners get a fully paid educational exchange trip.
- TILL has a Recruitment Bonus Plan of up to \$350 for employees referred and hired for full- time positions and who remain successfully hired for a minimum of six months. The bonus is pro-rated for part-time positions.

- In an effort to continue the professional advancement of our employees, TILL offers a full range of on-site training opportunities throughout the year. In addition, we offer:
 - Tuition reimbursements after one year of employment for courses related to the field for employees working a minimum of 30 hours per week.
 - Free tuition to state or community colleges for employees working more than 30 hours in a TILL program which is funded by DDS after 6 months of employment.
- In recognition of excellence in residential management performance, we created a leader group offering training benefits, financial rewards and career growth opportunities.
- Discounted movie tickets for Showcase, Regal and AMC Theatres.
- Discounted Six Flags, Water Country and Canobie Lake tickets
- Contests and gifts throughout the year, including holiday gift cards, TILL anniversary recognitions, parties and events to acknowledge anniversary milestones
- Student Debt Relief Program - Employees who have worked at least one year with TILL, Inc. and work 30 hours or more in a week, are eligible for up to \$800 per year in Student Debt Relief.
- Employee Assistance Plan - Is a confidential voluntary service that provides professional counseling and referral to help you and your family with personal, job or family related problems.
- Travel Assistance – On Call is a 24 hour, toll-free service that provides a comprehensive range of information, referral, coordination and arrangement services designed to respond to most medical care situations and many other emergencies you may encounter when you travel. On Call also offers pre-trip assistance including passport/visa requirements, foreign currency and weather information.
- Identity Theft Protection – Full Restoration Services and Real-time Card Monitoring.