

HELLO BENEFITS

Orion Associates Employee Benefits

Fulltime* Benefits Offered:

- Medical Insurance
- Dental Insurance
- Flex Spending Account (FSA)
- Life Insurance
- Paid Time Off (PTO)
- Holiday Pay
- FMLA Leave
- Short-Term Disability
- ADD Insurance
- PTO Share/Donations
- Paid Volunteer Hours
- Bereavement Leave

Additional Company Benefits:

401K - All employees are eligible for 401K matching after one year of employment for those who work half time or more.

Supplemental Insurance - Any employee working more than 20 hours a week is eligible for this benefit.

Fitness Club Discount - All Fulltime employees enrolled in the company's health care plan are eligible for this discount.

EAP - Employee Assistance Program is a resource accessible to all employees for support during difficult times.

Snack Day - Every Wednesday a different snack is offered at each office location.

Questions? Contact a

Human Resources Generalist

at 763-450-5010

Will Preparation - Eligible if enrolled in Dental Insurance through Principal Financial.

Professional Development - Opportunities available internally and externally.

Employee Appreciation Events - Annual Picnic, Holiday party, games and activities throughout year.

Employee of the Month - Each month employees are recognized for their exceptional job performance!

Referral Program - Refer someone for a job and be eligible for a \$50 bonus on his or her 60 day mark and an additional \$125 after 6 months of employment.

Dog Friendly Corporate Offices

Tuition Reimbursement - Certain eligibility requirements are required for this benefit.

Child Care Center - Discounted onsite childcare for employee's children ages 6 weeks- Preschool. Capacity is limited to 15 children total.

Growth Opportunities - All employees are encouraged to apply for promotional opportunities.

Mileage and Expenses - Reimbursement for use of personal vehicles as well as other qualifying expenses.

Smoking Cessation - Employees can be eligible for a bonus with a signed agreement to quit smoking.

**Fulltime employees who work 35 or more hours in a week are eligible.*

