

## Our Benefits

NASCO rewards its associates for their dedication to deliverables, customer service, and teamwork by offering an extremely competitive compensation and comprehensive benefit program.

### Health Plans

- Medical Plan (up to three plans available)
- Prescription Drug Plan
- Dental Plan
- Vision Coverage

### Flexible Spending Accounts

- Health Care
- Dependent Care

### Life Insurance

- Basic Life Insurance (paid by NASCO)
- Basic Accidental Death and Dismemberment Insurance (paid by NASCO)
- Supplemental Life Insurance (associate and/or dependent)

### Disability Insurance (*paid by NASCO*)

- Short Term Disability
- Long Term Disability
- Long Term Care

### Retirement Saving Plans

- 401(k) Plan with employer match
  - Eligibility is immediate
  - You defer 6%; NASCO contributes 3.5%
  - 2 year vesting schedule

### Paid Time Off (PTO) and Corporate Holidays

- New associates earn up to 17 days of PTO annually
- Corporate holidays - 9 paid days per year including a "floating holiday" to be used at your discretion.  
*In addition* to PTO and corporate holidays, NASCO associates are eligible for paid bereavement leave, jury duty and a Volunteer day

### Work Flexibility

- *Flexible work schedules* - NASCO's work day is 7.5 hrs, core hrs between 10:00 am - 3:00 pm
- *Compressed work week*
- *Telecommuting* - ability to work from home 1 day per week for those associates who are defined as "individual contributors"
- *Teleworking* - temporary work from home arrangement

### Education Assistance

- *Tuition Reimbursement* - NASCO will reimburse employees for undergraduate, graduate and doctoral level education courses that are job related.
- *Additional training* - in-house, classroom and E-learning

Please see [Training & Development](#) for additional details.

### Employee Programs:

- *Employee Assistance Program* - Provides associates and family with access to confidential counseling, referral services, and resources to help with everyday challenges.
- *Health Advocate* - Helps associate and family navigate the healthcare system and maximize your healthcare benefits.
- *Wellness Program* - Employees may participate in NASCO's wellness program that promotes a healthier lifestyle.
- *Employee Referral Program* - Associates are eligible to receive \$1000 (grossed up) for the referral of a new employee that successfully completed their 6 month introductory period.

**Additional benefits:** Free deck parking and Marta access directly to our building; annual performance-based bonus opportunities, opportunities for education and advancement, corporate-casual dress code and company-supported community service initiatives.