

## Firm Benefits

Sansiveri, Kimball & Co., L.L.P. (SK&Co.) is pleased to offer our full-time professionals excellent benefits. Outlined below is a summary of the benefits employees can expect.

- **Health Insurance** - SK&Co. contributes toward voluntary health and prescription coverage with United Healthcare. Employees are eligible the first day of the month following your date of hire.
- **Dental Insurance** - SK&Co. contributes toward voluntary dental coverage. Employees are eligible the first day of the month following your date of hire.
- **401(k) Retirement Savings Plan** - Voluntary contributions allow you to save toward your retirement on a pre-tax basis. In the past, SK&Co. has also made a discretionary match to this plan at the end of the plan year. SK&Co.'s 401(k) Plan is managed by Fidelity Investments. Employees can participate in this plan on the first day of employment.
- **Flexible Benefits Plan (Section 125)** - Employees can contribute pre-tax earnings toward health premiums, health care related costs, and dependent care costs, through a payroll deduction from each paycheck.
- **Direct Deposit** - Employees may elect to use direct deposit for their paychecks, which are distributed on the 5th and 20th of each month.
- **Group Life Insurance** - SK&Co. provides group life insurance through the AICPA to employees at no cost and represents 2x your annual salary. Coverage begins the first day of the month following your date of hire.
- **Group Long Term Disability Insurance** - SK&Co. provides long term disability insurance through SunLife to employees who work at least 20 hours per week at no cost. This represents 60% of monthly compensation (excluding bonus and overtime). Employee coverage begins the first of the month following four months of employment.
- **Paid Time Off (PTO)** - Full-time employees are eligible for PTO. PTO is a flexible arrangement for time away from work. PTO is accrued on a bimonthly basis beginning on the first day the month following your hire date.
- **Holidays** – Full-time employees enjoy 10 paid holidays a year, which are announced by partners at the beginning of a new calendar year.
- **Half-day Fridays** - SK&Co. offers half-day Fridays (8:30 a.m.-12:30 p.m.) beginning on the first Friday after Memorial Day and ending on the Friday before Labor Day.
- **Tuition Assistance** - We assist our employees who are obtaining the credits needed to meet the 150 hours required for CPA certification in RI by reimbursing a portion of educational expenses. We also assist tax department employees who are obtaining the credits needed to obtain their MST.
- **CPA Exam Policy** -Our professionals receive paid time-off to take the CPA exam, in addition to study time (when workload permits). A bonus is also awarded when they have successfully passed the CPA exam.
- **Client Lead Program** - SK&Co. will pay a fee for expected recurring services, which have resulted from a newly cultivated referral source. Under this program, you will receive 10% of amounts billed and collected for the first year services and 5% for the second year services where you have provided a lead for acquiring this client for the Firm.
- **Aflac** – Employees have the option of purchasing from a selection of individually owned policies that are designed to help employees manage the out-of-pocket expenses associated with medical care.