

EMPLOYEE BENEFITS SUMMARY



WORK/LIFE BALANCE

PAID TIME OFF

- 0-2 years - 10 days
- 2-3 years - 12 days
- 3+ years - 15 days
- Max carry over - 160 hours
- 160-200 Excess paid out at end of year

SICK LEAVE

- 40 hours - Per Year
- Max carry over - 120 hours

PARENTAL LEAVE

- Paid parental leave

PAID HOLIDAYS

- 7 Paid holidays

FLEXIBLE SCHEDULING/SUMMER HOURS

MILITARY LEAVE

BAREAVEMENT LEAVE



PROFESSIONAL DEVELOPMENT

TUITION REUMBURSEMENT

- Job related tuition reimbursement

COMPANY PAID TRAINING AND DEVELOPMENT

- FWA encourages professional training and development activities

COMPANY PAID PROFESSIONAL REGISTRATION

- FWA will provide time off for taking your professional registration and fees for registration



HEALTHCARE BENEFITS

HEALTH COVERAGE

- 100% Covered for employee

DENTAL & VISION COVERAGE

- Included at minimal cost to employee

LIFE INSURANCE

- Long Term Disability
- Short Term Disability

HEALTH SAVINGS ACCOUNT (HSA)

- Company & employee contributed HSA



ADDITIONAL BENEFITS

RETIREMENT BENEFITS

- 401K Eligible after 6 months
- Company matching
- Profit sharing

COMMUNITY SERVICE

- FWA encourages community service and provides 8 hours volunteer leave every year.

FINANCIAL WELLNESS SERVICES

- 3rd Party vendor provides financial services free of charge to employees

FWA offers employees a comprehensive benefits package to enhance the quality of life for you and your family. We value our employees and encourage you to take full advantage of these fringe benefits. For more information contact HR 410-838-7900 or jhmettee@fredward.com