

CHOICE ONE BENEFITS

Enjoyment

Anniversary Trips

With every five years of service, you will get an anniversary bonus and extra vacation days to take a trip on Choice One!

Company Trips

Every 2 years, Choice One plans a weekend trip which all employees and spouses are invited to attend.

Development Plans

Meet with your Developer twice per year to re-align your goals to what will give you fulfillment in your job

Flexibility

Flexible Work Hours and Work from Home Flexibility as needed.

Relaxed Work Environment

Wear your Choice One Greens and dress pants or jeans!

Open Concept Office Layout

Large cubicles to encourage collaboration and just getting to know your co-workers. Switch desks every year.

Transparency

Financial Transparency (including financial literacy training) and Open-Book Management.

Events & Activities

Activities including company picnics, game night, March Madness, golf outings, offsite meetings, and much more!

Additional Money

Bonuses

Quarterly Profit-Sharing Bonuses

Ownership

Opportunity after 3 years of employment

401k Contributions

Matching up to 5.5%. (100% of first 3% and 50% of next 5%.)

Cell Phone Program

\$50 per month stipend to alleviate your phone costs. Choice One phone case will be provided!

Time Off

7 Paid Holidays

New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas Day

Paid Time Off

120 hours for years 1-5; 160 hours for years 6-15; 200 hours for years 15+

Parental Leave (For New Parents)

1 week of leave at 100% pay and 1 week of reduced (50%) hours at 100% pay.

Insurance

Health Insurance

Anthem - Employer paid premium for employees on our Standard Plan

Health Savings Account

HSA enrollment available upon signing up for health insurance coverage

Life Insurance

Principal Life- Employer paid, coverage 1x annual salary

Short Term Disability

Up to 6 weeks paid at 60% of your regular wages up to \$750 per week.

Long Term Disability

Principal- 60% wages up to \$5,000 per month

Supplemental Insurances

Dental, Vision, Teledoc, additional life, and additional disability insurance available for purchase

Wellness

Wellness Program

\$45 per month for participation in the program. Can include mental or physical wellness. You set your own goals and work towards them throughout the month to earn your incentive.

Blood Drives

Quarterly Onsite Blood Drives

Breaks

1-Hour lunch break and encouraged walking breaks

People Development

Group Coaching

Join a group if you choose. A certified life coach meets with each group monthly.

Leadership Training

Activating Professional Management and Exploring Conscious Leadership offsite trainings.

Financial Literacy Training

Offsite training to understand the "Choice One Great Game", our transparent financial model.

Lunch and Learns

Keep up on your P.E. credits with frequent onsite lunch and learns (free lunch!)

Tuition Reimbursement/Seminars

If you choose to take classes or attend a seminar that will benefit you and Choice One, we will reimburse it!

Appreciation & Working Genius

Find your preferred language of appreciation and working genius to show us how we can appreciate you and utilize your natural strengths.

Choice One Library

Help yourself to a variety of books, audio books, etc. that we have available.

Give Back

Charity by Choice

8 hours paid for charity work and \$100 to donate to a charity of your choice each year.

Charity Cup

Charity Event that Choice One holds twice per year and matches donations dollar for dollar to donate to a local charity.

United Way Day

Spend the day donating your time to United Way with your co-workers!

Habitat for Humanity

Spend the day working with co-workers for Habitat for Humanity!

Donation Matching

We encourage employees to make donations to their local United Way by matching their donation to double the amount donated.