

Our Commitment to You...

No Dues Required

We are committed to providing employees with a competitive and comprehensive compensation and benefits package designed to support your mental, physical, and financial health.

Competitive Pay & Benefits*

- Medical, Dental, Vision Plans
- Flexible Spending and Health Savings Accounts
- 403b Retirement Plan for voluntary contributions
- 403b Retirement Plan employer contributions
- Paid Vacation and Holiday Time
- Holiday Premium Pay when worked
- Paid Sick Time
- Tuition Reimbursement - Maximum calendar year benefit for full time eligible employees is \$16,800 annually for undergraduate (\$8,400 for part time), no maximum reimbursement for graduate courses (90% reimbursement)
- Short- and Long-Term Disability Plans. STD company paid 50% of weekly salary after 6 months of employment (All pending requirements being satisfied), 60% of weekly salary for LTD
- Paid Life Insurance and Accidental Death and Dismemberment Insurance (AD&D) (1x annual salary)
- Voluntary Permanent Life Insurance – customized to meet your needs
- Voluntary Hospital Indemnity, Critical Illness and Accident Plans
- Identify Theft Coverage through Allstate
- Legal Assistance through Metlife
- Pet Insurance through Nationwide
- University of Rochester Medicine EAP – Professional & confidential guidance provided at no cost to employees and their immediate family members
- Employer Assisted Housing Initiative with the City of Rochester – if you qualify, Highland will assist you in the down payment or closing costs of buying a home in the City. We contribute up to \$3,000, Advantage Credit Union will contribution \$3,000, and the City of Rochester will match the employer benefit dollar-for-dollar for a total of \$9,000
- Care.com providing pre-screened providers for daycare, adult care, and pet care. Includes backup up care for up to 10 days each plan year
- MyBetterBenefits offering discounts on travel destinations, theme parks, movies, car washes, and much more

**In accordance with eligibility criteria*