

EMPLOYEE BENEFITS OVERVIEW



Medical Insurance

The MSPCA-Angell offers two Blue Cross Blue Shield (BCBS) PPO plans with very low deductibles. The MSPCA-Angell pays 80% of the monthly premium for an individual plan; family plan subsidy varies annually.



Dental Insurance

Employees have a choice of two Blue Cross Blue Shield plans: Dental Blue with or without orthodontic coverage for dependents.



Supplemental Vision Plan

Employees have the option to purchase supplemental vision insurance coverage at a group discounted rate. The vision plan covers annual eye exams and provides a yearly allowance for eyeglass frames and/or contact lenses.



Short-term Disability

The MSPCA-Angell pays up to 50-100% of employee's income (based on length of service) for the first 180 days for non-work related disabilities.



Long-Term Disability

The MSPCA-Angell pays up to a monthly maximum of 67% of an employee's pre-disability earnings.



Employee Assistance Program

Free confidential counseling and services for all employees.



Retirement Savings Plan and Match

The MSPCA-Angell's 403(b) Retirement Plan enables employees to save for retirement goals. Once enrolled, employees benefit from pre-tax or Roth payroll deductions into their 403(b) retirement account. In addition to the employee's contributions, the MSPCA-Angell matches 100% of the contributions up to a maximum of 5%.



Parking

Free onsite parking is available for all employees.



Flexible Spending Accounts (FSA)

Employees have the opportunity to set aside pre-tax dollars to pay for qualified out-of-pocket medical, dependent care, and/or commuter expenses.

Education & Professional Development Benefits



Tuition Reimbursement

Tuition and laboratory fees are reimbursed up to \$3,000 per employee per year.



Continuing Education through Penn Foster

The MSPCA-Angell offers employees the opportunity to continue their education and get their Associate CVT or Bachelor CVT through Penn Foster. Continuing education through this program is paid in full by the MSPCA-Angell.



Continuing Education for Angell Licensed Technical Employees

All Angell licensed technical staff are eligible for up to \$1,500/year in reimbursable expenses related to continuing education.



Professional Development for Angell Licensed Technical Employees

All Angell licensed technical staff are eligible for up to 3 paid professional development days annually.



Animal Care (Veterinary) Discount

Employees receive a 50% discount off the price of veterinary services for pets rendered at the Angell Animal Medical Centers. Services include professional service fees, exam fees, appointment fees, emergency fees, laboratory services, radiology, surgery, boarding, spaying, neutering, and medication. This is a \$10,000 annual maximum benefit.



Life and AD&D Insurance

The MSPCA-Angell provides Life and AD&D insurance equal to two times annual base compensation, exclusive of overtime. Employees also have the option to purchase supplemental life insurance.



Legal Insurance Plan

The MSPCA-Angell employees can purchase affordable, reliable legal coverage to help with everyday life matters.



LifeLock Identity Theft Protection

Employees can purchase LifeLock Identity Theft Protection at a reduced group rate.



Child Care Assistance

Save 10% on tuition at a KinderCare® Learning Center at a location convenient for you.



Uniform Allowance

Angell technical staff receive up to \$300/year.



Meditation Room

There is a meditation room for all employees on the third floor at **Angell Boston**.



Calm Wellness App

The MSPCA-Angell provides staff free membership to the Calm wellness app (for sleep and meditation).



Various Food Options

Angell Boston offers Sweetgreen delivery Monday to Friday as well as 9 Miles East Farm, LeanBox, Mini Mart, and a complimentary snack cart. **Angell West** also offers 9 Miles East Farm and free snacks to its staff.



Sick Time

Employees can accrue up to 12 sick days with the ability to convert 3 days to personal days for non-exempt staff.



Bereavement Days

The MSPCA-Angell offers bereavement days in the event of death in the immediate family or a personally owned pet.



Vendor Discounts

Several vendor discounts available to employees (e.g., Dell, Verizon, AT&T, Costco, BJ's).



Vacation Time

Non-Exempt Employees

- 0–4 years: 2 weeks
- 5–11 years: 3 weeks
- 12–24 years: 4 weeks
- 25–34 years: 5 weeks
- >35 years: 6 weeks

Exempt and Supervisory Employees

- 0–5 years: 3 weeks
- 6–19 years: 4 weeks
- 20–29 years: 5 weeks
- 30 years or more: 6 weeks



Holidays

MSPCA and Non-Exempt Angell Employees

12 paid holidays

Angell Exempt Employees

8 paid holidays



Personal Days

Non-Exempt Employees

Up to 24 hours of personal time can be used throughout the year.



Merrimack Valley Credit Union

Angell employees are eligible to join.



Employee Events & Recognition Programs



Working Advantage Program

Car rentals, retail shops, flights, discounted movie and amusement park tickets, and more!

Most of these benefits can be accessed by all employees regardless of scheduled hours. Some benefits may be pro-rated from the full-time standard based on hours worked. Eligibility for some benefits may require employees to work 32+ hours per week.



angell.org/careers