

# Invest In Your People

## Hard Benefits

### Compensation Leave

Vacation time with annual carry over

Sick Time

Holidays

Bereavement Leave

Parental Leave

### Health Coverage

Flexible Spending Plan

Health Savings Plan

### Supplemental Benefits

Medical Plan Options

Health Savings

Account

Dental

Vision

Voluntary Life

Short-Term Disability

Long-Term Disability

Pet Insurance

Identity Theft

### 401K Retirement Plan

Company Matching

Encourage Employee Participation

Profit Sharing

### Company Benefits

- Competitive Wages
- Incentive Compensation Plan
- Annual Benefits Summary
- Technology - Company Phone
- Clothing - Company Stipend or uniform, *dry cleaning reimbursement*
- Apparel
- On Site Continuing Education for licensed staff
- Paid Licensure renewals
- Community/Civic memberships
- Funeral Service Discounts - *for employees, families, and extended family*
- NFDA Employee Assistance Program
- Progressive work schedule (*for primary arrangers, embalmers, and other staff*)
- Flexibility with family schedules
- Annual Sick Time Buy Back
- Catering for staff meetings
- Birthday/Anniversary recognition
- Employee anniversary monthly video
- Company car
- Employee Years of Service Pins and Milestones (*years 1,5, 10, 15, 20, 25*)
- Employee Referral Program
- Performance based wage or COLA increase



# Soft Benefits

## Wellness

- Nutrition Education
- CPR training for staff
- Volunteer opportunities with pay
- Professional, Learning and Development course offerings
- Professional conference or seminar offerings
- Discounted tickets to events
- Family outings
- Shadowing program for internal staff
- On site car wash facility
- Monthly drawing based on team and individual goals

## Team Building

- Annual Recognition Event
- Picnics
- Social media shout outs (*staff birthday, anniversaries, and accomplishments*)
- Managers cook for the team (*breakfast or lunch*)
- Department or small group team building events

