



Benefits Overview



Free for Employees!

- ✓ EE-only coverage for Medical, Dental, & Vision is paid by NCPC
- ✓ Employees only pay if they are covering spouse or children.



Additional Coverages

- ✓ Free Life Insurance, Short-Term Disability, and Long-Term Disability
- ✓ Voluntary Life & AD&D Insurance, Accident, Critical Illness, and Hospital
- ✓ Health Care and Dependent Care Flex Spending Accounts (FSA)



Generous Paid Time Off

- ✓ Full Time employees accrue 24 days of PTO per year. After 2 years, it's 27 days and after 5 years employees accrue up to 30 days of PTO per year.
- ✓ 11 holidays observed plus 2 Floating Holidays & a Community Service Day.
- ✓ End of Year Break – our office is closed the last week of the year.



Ample 401k Contribution – 7%

- ✓ NCPC contributes 3% to eligible employees' 401k each pay period regardless of whether or not the employee chooses to contribute.
- ✓ NCPC also makes a 4% discretionary contribution each pay period. The discretionary contribution is reviewed annually and is subject to change.