

BRIGHT FUTURES. SHINING STARS



Fraser Outshines Other Employers' Benefits!

You invest a lot of yourself when you join an organization. That's why Fraser invests in the health and wellbeing of you – our employee. We know that great staff are key to realizing our mission to make a meaningful and lasting difference in the lives of children, adults and families with special needs.

We want to attract and retain Shining Stars, so we regularly review our benefits package. In a recent nationwide benefits comparison study, Fraser benefits were found competitive with a range of for-profit, nonprofit, government, and publicly-owned corporations.

If you're ready to join a collaborative, innovative organization that provides meaningful work and a healthy work/life balance, Choose to Shine at Fraser!

BENEFIT HIGHLIGHTS

Medical Coverage with 3 plan tiers that provide a Fraser subsidy at every level.

Family Coverage with no surcharge to enroll a spouse.

Dental Coverage voluntary plan, and a subsidy for employees who do not elect medical coverage.

Life Insurance/Accidental Death and Dismemberment a paid policy that is equal to an employee's annual salary.

Vision Coverage voluntary plan.

Hearing Discount for employees who elect vision coverage.

Voluntary Life Insurance Coverage for employees who elect it.

Voluntary Accident/Short-Term Disability for employees who elect it.

Long-Term Disability paid by Fraser.



★ CHOOSE TO SHINE
WITH FRASER.

BENEFIT HIGHLIGHTS

Flex Spending Account (FSA) through Health Care Reimbursement FSA and Dependent Care Reimbursement FSA.

Health Savings Account (HSA) an individually owned, tax-exempt trust account, which may be used as either a savings or a spending account when coupled with a federally qualified high deductible plan.

Employee Assistance Plan (EAP) a free service provided through our medical plan and life insurance company where employees can access referrals and receive confidential, qualified resources on a range of personal issues.

Financial Counseling through the Retirement Plan and EAP.

Pre-Retirement Counseling through the Fraser Retirement Plan.

Legal Counseling free and confidential legal services through the Fraser Employee Assistance Plan.

Paid Holidays/Paid Sick Leave/Paid Vacation Time/Paid Personal Time accrue a bank of paid time off that can be used for personal use, vacations, or banked for a rainy day.

Retirement, 401k or 403b roll in dollars from a previous employer, reduce taxable income through salary deferral, and receive an employer-based

contribution of 2% or 5%, based on tenure.

Leaves of Absence a variety of options, including FMLA, parenting, and emergency leave.

Spot Bonuses

Opportunities for Advancement formal career ladders have resulted in a 162.8% increase in promotions since 2014, and an 81.2% growth in the Fraser employee base since 2011.

Continuing Education Credits

Verizon Cell Phone Discount save on personal cell phone services through Verizon with 15% off base charges.

Telecommuting options, depending on the job function.

Internships/Fellowships division-specific internships and fellowships to match students with work experience.

Onboarding and Internal Training CPR/First aid; orientation and mentoring.

Relocation Assistance for qualifying positions.

Hepatitis B Vaccination a free series of Hepatitis B vaccinations.

Payroll Deduction

Professional Dues

Graduate Education Assistance

Student Loan Forgiveness Fraser is a qualifying employer for public service student loan forgiveness.

Tuition Discounts for specific schools.

New Hire Referral Bonus

Business Casual Days

Full-time Business Casual

Transit Subsidy for light-rail, bus, and other Metro Transit services.

Department Picnics/Celebrations

Holiday Parties

Years of Service Recognition

Wellness Programs

Compressed Work Week option, depending on the department or program.

Flextime/Flexible Schedules

Job-Sharing

Employee Discounts

Credit Union Fraser is affiliated with local credit unions that offer loans and other support to our employees.

Free Parking for employees at most sites.

Offsite Gym Memberships discounts in partnership with gym facilities.

Onsite Child Care/Subsidized Dependent Care all employees are eligible for discounted childcare at the Richfield location.

Volunteer Opportunities

Expense Reimbursement

BENEFIT HIGHLIGHTS

Fraser is an equal opportunity employer, committed to creating a diverse work environment.

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Explore Current Opportunities Online at Fraser.org

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