

Benefits - USA

We strive to provide excellent benefits, focused on supporting employee's physical, emotional, and financial wellbeing.

Insurance

- Cigna
 - Medical insurance: SDI offers 2 plans through Cigna, which include telehealth and prescription. Benefits start first of the month after hire.
 - Dental insurance: 2 plans are offered
 - Other voluntary benefits: hospital, critical illness
- FSA through Optum
- HSA through HSA Bank
- VSP Vision
- Life insurance, AD&D, FMLA and short-term disability through NY Life
- Pet insurance through Wishbone
- Prepaid legal plans through MetLife
- Identity protection through Allstate
- Universal life and long-term care insurance through Transamerica

Paid Time Off

- Full-time employees accrue 10 days in year 1 (prorated based on start date). Increases to 15 days after 5 years.
- Part-time employees also accrue PTO, according to hours worked.
- Unlimited PTO for Director and above.

Pay schedule

Hourly Employees are paid weekly, on Friday

Salaried Employees are paid bi-weekly, on Friday

Holidays

We offer 12 paid holidays per year. 4 of those are on the date of your choice (Flex Holidays).

Wellness Time

Employees are eligible for up to 48 hours (6 days) of Wellness Time per year, prorated based on start date.

We all need time away from work at times – whether for a mental health day, volunteering in the community, attending your child's soccer game, taking care of appointments, or simply recharging. You may use this time for whatever best supports your well-being.

ADP 401k plan with a company match: 50% of the first 4% the employee contributes. SDI also offers our 401k match for employees who pay down student loans.

Life Assistance Program: a free employee assistance program from NY Life.

Tuition Reimbursement

Must have a 'C' or better grade for the course(s) to be eligible for reimbursement for career relevant classes.

529 Plan for College - to save for your children's education.

Student Loan Repayment

Employees who have worked for SDI for at least 1 year are eligible to cash in 1 week of accrued vacation time per year toward repayment of student loans. The full amount is sent to your lender (taxes are not deducted).

AblePay

AblePay Health is a benefit offered at NO-COST to you. The program can save you up to 13% on your billed medical expenses and flexible payment terms up to a year. In addition, AblePay can help you if you ever have questions/concerns on a medical bill and enables you to manage your medical bills in one place online. Anyone at SDI can enroll, even if you don't have SDI health insurance.

HTA Medicare

At no cost you can contact HTA for assistance for yourself or a loved one with anything related to Medicare: figuring out when to sign up, researching different plans and identifying which one is better for you, renewals, etc.

Discounts and Tickets

SDI has relationships with a few vendors who pass discounts on to our employees. Current discounts are provided by

- LifeMart

- PerksatWork
- Tickets at Work
- American Heritage Credit Union

Jury Duty & Bereavement Paid time off

5 days of bereavement for immediate family members.

SDI grants time off (or paid time off) for jury duty consistent with applicable law.

Pet Bereavement: 1 day paid time off for pet bereavement.

PERSONAL PROTECTIVE EQUIPMENT (PPE):

Most of SDI's sites require employees to wear safety devices, such as steel-toed shoes, ear plugs, and/or protective eyewear while in the customer location. For items that are not provided to the employee, SDI reimburses up to \$100 once every 2 years for safety devices that are required in the normal course of performing job duties.

Having a Baby?

You'll receive a \$150 e-gift card.

Monthly Safety Drawing

On-site employees submit the Thanks for Working Safely cards they receive to be entered in a monthly drawing.