ANCHOR COUNSELING CENTERS

Date: July 1, 2026

Subject: Full Time Benefits Package for ACC Employees

Clinical

- Group supervision 1x a month (per location)
- Weekly supervision, depending on employment status
- Up to 40 free internal CEUs every 2 years (some years even more)
  - Approved by the Board of Professional Counseling & Social Work Board

Social/Wellness

- Google Spaces for chatting and connecting
- Annual all ACC Orioles Game for employees and family members (September)
- A curated library for ACC with yoga, meditation, and yoga sculpt/strength classes ranging from 5 to 60 minutes.

Sick Leave*

- 40 hours of paid sick leave a year at $50 per hour
- You can carry over 15 hours a year of sick leave per year
- This benefit is available 90 days after the employee's start date

Health Insurance, Dental, Vision & Short Term Disability

- 3 (three) Carefirst Medical Plans with varying coverage
  - HSA & FSA available
- 50% contribution rate from ACC for the employee's plan- Medical, Dental & Vision
- Short Term Disability (can be used for Maternity leave)
  - 66% Weekly Income up to $2,500 a week for 13 weeks starting at day 8
- Long Term Disability
  - 60% Monthly Income up to $6,000 a month starting at day 181
- These benefits are available 90 days after the employee's start date

Additional Supplemental Insurance- Aflac

- Accident protection, Hospital Benefits, & Cancer Benefits
- Email Susan Bucka at s3_taylor@us.aflac.com

401k

- 401k with up to $6,000 contribution limit per year managed by Guideline
  - Employer contribution coming in 2027
- Fully integrated with our payroll provider, Gusto

Financial Planner

- Michael Pistilli CFP® - michael@forecastcapitalmanagement.com
- Access to ACC's financial planner for your personal and professional financial questions

Other

- Corporate Code for Hyatt Leverage Program for discounts on Hyatt Hotels
  - Hyatt Leverage Code: 230053

Baltimore, Carroll, Harford, Howard, Frederick, and Allegany Counties

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For Full-Time Employees averaging 90+ hours per month