
WHY MAKE CSO YOUR EMPLOYER OF CHOICE

In addition to offering a competitive salary and a dynamic, team-oriented work environment, CSO offers industry leading benefits.*

Competitive Health and Dental Insurance

Staff working a minimum of 20 hours per week (or half time productivity) qualify for health and dental insurance coverage. CSO contributes **75%** of the employee's full-time equivalency (FTE) towards the **monthly premium** for Health Insurance and **50%** for Dental Insurance. We offer two health plans so employees can choose the plan that works for them.

Industry Leading Paid Time Off

Eligible employees receive paid vacation, personal, and sick time, in addition to **11 paid** holidays.

Free Professional Development and Continuing Education Training Credits

CSO provides **125+** regular onsite trainings and free CEU's for staff to qualify and maintain for mental health licensure and to maintain licensure. At 20 credits per year this averages a minimum cost savings of **\$500 annually**.

Free Certification in Trauma-Informed Care and ARC Practice

CSO offers two types of in-house practice certification to all employees who qualify. Certification in Trauma-Informed care and treatment is offered at the Core and Advanced Practice level. ARC model (Attachment, Self-Regulation and Competency) certification related to child treatment is also offered through participation in an on-site learning collaborative.

Agency-Wide Wellness Programs

We provide all employees with a comprehensive, confidential wellness and coaching benefit designed to provide employees and their family members with the help, motivation, tools and support to improve overall well-being. This program includes incentives and provides assistance with:

- losing weight, improving nutrition
- getting fit
- reducing stress
- stopping tobacco use
- addressing alcohol and drug abuse

Low Productivity Expectations and Flexible Work Schedule

CSO's caseload productivity expectations are on average **5-10% lower** than competing agencies (5-10 billable hours per month). Work schedules are also flexible.

Flexible Pay Opportunities

We offer a wide range of pay rate models including group or per diem work to fit your needs.

Tax Savings Through 403(b) Retirement Savings Plan and Flexible Spending Accounts (FSA's)

Pre-tax deductions are offered for our retirement plan and Medical or Dependent Care flexible spending accounts, which reduces the amount of your taxable income reported to the IRS and results in tax savings.

Supplemental Insurance Benefits

Benefits include Voluntary Supplemental Insurance at Affordable Group Rates for Short Term Disability, Universal/Term Life, Cancer, Accident, Pet, and Long-Term Care.

Individual/Clinical Supervision

We offer both individual and group clinical supervision on an ongoing basis that satisfy licensure requirements for LICSW, LMHC, and LMFT.

Employee Referral Bonus

Up to **\$1,000** is offered to employees who refer an applicant hired for referral bonus eligible positions.

IT Support in an Advanced Electronic Work Environment

We use Electronic Health Records, Electronic Timesheets, and have an Employee Intranet Portal where resources are available whenever you need them. Computer laptops and iPads are also readily available to staff at all times.

Interest-Free Electronic Device Loans

Computer laptops and iPads may also be purchased for personal use through an interest-free loan payable up to one year by payroll deduction.

Excellent Employee Assistance Plan Coverage

CSO's EAP program is designed to help employees successfully manage a wide variety of work/life issues, providing free, confidential, comprehensive assistance to help you find specific resources and workable solutions to problems that may arise in your personal life.

Competitive Mileage Reimbursement and Free Parking at All Locations

CSO offers reimbursement for work-related mileage, parking and tolls.

Discounts and Buy-Ins on Personal Cell Phone Plans

15%- 25% discount off employees' personal cell phone plans! Valid with AT&T, Sprint, and Verizon plans. Buy-in options available.

Employee Group Discount Programs

Additional employee group discounts include:

- Boston Red Sox tickets
- Big E tickets
- BJ's memberships