



Employee Rich Benefits

Medical – We offer three medical plans: High PPO, Low PPO and the High Deductible Medical Plan.

Dental – We offer two dental plans: High PPO, Low PPO.

Vision – We offer one vision plan for employees and their families.

Prescription – We offer generic prescription drugs to specialty drugs. We also offer a 90-day maintenance plan to save money on prescription costs.

Flexible Spending Accounts (FSAs) allow you to be reimbursed for medical and dependent care expenses on a tax-free basis. If you can anticipate your family’s health care and dependent care costs for the next plan year, you may lower your taxable income. We also offer Dependent Care Accounts.

401(k) Retirement Saving Plan

The PAN Foundation will match the employee contribution up to 4% of the contributing employee's annual salary.

Generous Paid Time Off (PTO)

- 20 to 25 days paid time off in your first year
- 12 Paid Federal Holidays
- Bereavement and Jury Duty Leave
- 16 Bonus summer hours
- Up to 2 Mental Health Days and Mental health breaks for our Non-Exempt Staff
- 4 hours for Preventive Health Screening
- Military Leave

Additional Benefits

- Employee Assistance Program
- Employee Wellness Programs
- Employee Referral Bonus Program of up to \$1,000
- Tuition Reimbursement and Professional Development
- Fertility Benefits
- Annual Merit Increase: Annual Bonus Pay (Monthly Bonus for our Non-Exempt Staff)
- Blue Reward Incentive Program through CareFirst - Employees are eligible to earn up to \$375 for adopting healthy habits.
- 100% Remote Work
- Opportunity to be engaged with the Diversity, Equity & Inclusion Committee and/or the Employee Engagement Committee
- Employee recognition & reward programs

Employer Paid Benefits	Employee Paid Benefits
<ul style="list-style-type: none"> • Life and AD&D Insurance • Short Term Disability • Long Term Disability 	<ul style="list-style-type: none"> • Additional Life and AD&D Insurance – EE, SP, CH • Critical Illness • Accident Insurance • Pet Insurance and Pet Discounts