



## **FULL-TIME EMPLOYEE BENEFITS PACKAGE INCLUDES:**

Ballet Austin presents an enticing benefits package for eligible full-time employees, including:

### **Healthcare Benefits:**

- We offer a variety of low-cost medical plan options, each fiscal year
- Voluntary supplemental benefits include:
  - Dental
  - Vision
  - Short Term Disability
  - Cancer
  - Accident
  - Critical Illness
  - Hospital Indemnity
- Employees are eligible to participate in all above offerings the first of the month following thirty (30) days of employment

### **Retirement Plan:**

- Secure your future through our 401(k) plan, bolstered by a **1% annual match** from Ballet Austin and 5-year vesting scale, empowering you to save.
- To participate, you must be at least age 21 and have completed one Year of Eligibility Service. A Year of Eligibility Service is accomplished after completing 1,000 hours of service during your first 12 months of employment.

### **Paid Time Off:**

- Embrace a healthy work-life balance with **15 days of paid vacation AND 21 paid holiday days** (10 of these days are provided to our employees during the winter holidays).
- **Paid parental leave** is also available to support your personal milestones.

### **Professional Development:**

- Fuel your career ambition with access to **online training and professional growth resources** specific to arts management, empowering you to advance your career on your terms.

### **Discounts and Perks:**

- Ballet Austin currently provides **free downtown employee parking**, about 3 blocks from our headquarters / the Butler Dance Education Center.
- **Complimentary tickets** to Ballet Austin productions (based on availability)
- Encouraging health & well-being is part of our mission. **We offer a wide variety of FREE drop-in dance and fitness classes** at Ballet Austin (based on availability)
- **Discounted bus and commuter train passes** through Cap Metro

### **Flexible Scheduling:**

- Acknowledging the evolving nature of work preferences, many positions offer flexible work hours and remote work options.

