



EMPLOYEE PERKS & BENEFITS



HOME OFFICE:

1201 Douglas Pike, Suite 4
Smithfield, RI 02917

(401) 475-7707

(401) 723-2277

www.drdaycare.com

www.kidsklubri.com

www.tccsri.com



**Child Care Consultants
& Facilities Management**

Dr. Day Care

Learning Center

Kids Klub
extended day learning program





Our benefits take care of our team and their families, and support their health and financial well-being.

YOU'RE COVERED

We take care of our own here (*hint: that could be you*). Our benefits and rewards mean we cover some of your biggest needs with some of the best offerings. We already think we're a pretty great place to work. We're just trying to rack up some bonus points.

HEALTH BENEFITS

Peace of mind comes with knowing that you and your loved ones are covered in the event of a major accident or illness. You and your family get access to excellent medical, dental and vision insurance options.

- UnitedHealth
- Delta Dental of RI
- Voluntary additional benefits:
 - ~ Vision, Life, LTD, Accident

Programs, resources and benefit eligibility varies based on average hours worked, location and length of service. For detailed benefits info, please contact our Human Resources department at HR@drdaycare.com or call 401-475-7707 x211.

FINANCIAL BENEFITS

Take care of your financial future and your personal well-being. We understand that saving is a priority and provide options to help you achieve a secure financial future.

- Paid Time off for all employees
- 12 paid holidays (Full Time employees)
- Simple IRA or 401(k) with match
- Flexible Spending Account (FSA)
- Child Care Discounts



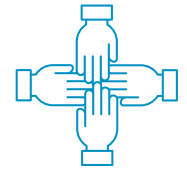
“I love the fact that no day is the same. They are all constantly changing everyday and it makes it fun.”

COMPANY VALUES

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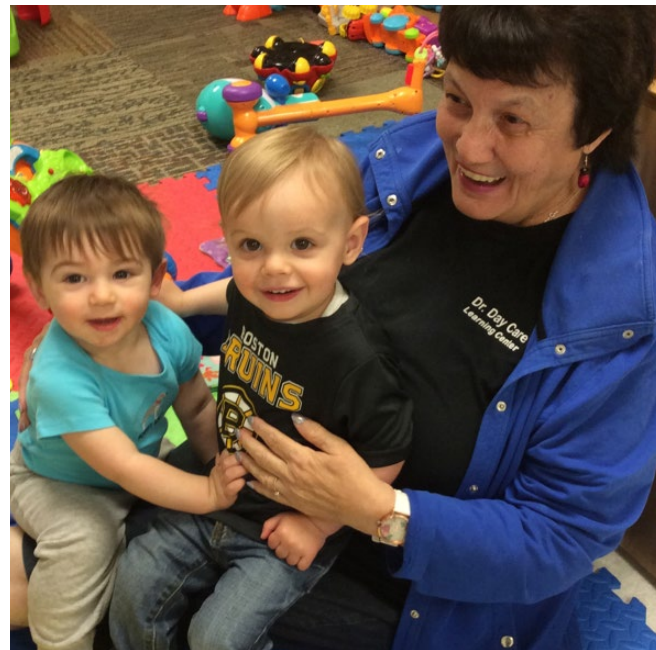
Our company has an Action Statement that represents the values that are important to our team:

LEARN. TEACH. REPEAT.
BE THE TEAM.
DELIVER EXCELLENCE.



LEARN. TEACH. REPEAT.

We strive to be recognized as leaders in providing an educational and nurturing environment. This can be embraced by all of our employees as well as by our families and children. Learning and teaching is the heart of what we do every day! Career benefits include learning and development resources, growth through education, as well as coaching and mentoring.



TRAINING & DEVELOPMENT

Our employees work with their supervisors to identify goals, as well as a pathway and steps needed to achieve them. We value continued education and want to see you succeed! We promote from within and want to help you get to the next step in your career.

Opportunities available to our employees:

- College tuition reimbursement
- Professional development opportunities and reimbursement
- Online college courses offered
- Company training website
- On-site CPR certification program
- Staff meetings and trainings
- Full day orientation / training for all new team members

BE THE TEAM.

By being present in the moment and valuing teamwork, we will strengthen our relationships.



EMPLOYEE ENGAGEMENT

We always strive to communicate with our employees, whether through Pay Day News emails, monthly Home Office Rounds visits to all of the centers, monthly staff meetings, or through social media. Our open-door policy extends beyond the classroom - stop by the Home Office any time with questions, concerns, or suggestions.

Employee perks include:

- Employee of the Season awards
- CEO Team Member of the Year awards
- Annual post holiday event
- Teacher appreciation gifts & events
- Employee referral program
- Annual contests for national conferences



We believe that taking care means investing in the whole self, both at and outside work. We're dedicated to enhancing well-being of our team and their families.

DELIVER EXCELLENCE.

We provide a service to the families and children in our community, and we want to ensure that we deliver excellence through our commitment to professionalism.





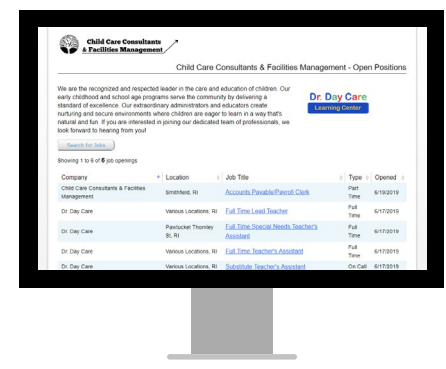
...
"I love watching and being a part of the growth in each child. And of course how they all make me laugh every day!"
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APPLY ONLINE

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Read more about the positions at:
www.drdaycare.com/careers
www.kidsklubri.com/careers

or by visiting our application site:
theapplicantmanager.com/careers?co=dd



ABOUT US

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Our Mission is to provide family, youth and child services in a safe, structured, and nurturing environment through a team of dedicated professionals.

DR. DAY CARE LEARNING CENTER



Full day care and education for children ages 6 weeks through 12 years old.

HOURS:
6:30 AM - 6:00 PM
Full time, part time, and substitute positions available.

KIDS KLUB EXTENDED DAY LEARNING PROGRAM



Nonprofit 501(c)3 before and after school program for children in kindergarten through 12 years old.

HOURS:
Varies by school district
6:30 AM - 9:30 AM
2:30 PM - 6:00 PM
Full time, part time, and substitute positions available.

THERAPEUTIC CHILD CARE SERVICES



TCCS offers services by trained professionals and licensed mental health providers in an inclusive classroom environment to give all children the opportunity to succeed.

CHILD CARE CONSULTANTS & FACILITIES MANAGEMENT



Our Home Office team provides support to our centers in education and curriculum, operations, finance, marketing, human resources, maintenance and more.



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"I love being a witness to the first moment a child learns something new. Children are the ultimate curious explorers of the world."

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Disclaimer: This is an abbreviated description of employee benefits. More detailed information will be provided during orientation. The company reserves the right to change any of the aforementioned employee benefits at its discretion without notice. In the event a conflict exists between this summary and the actual plan document, the terms of the actual plan document will govern in all cases.