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EMPLOYEE PERKS & BENEFITS

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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.

- Blue Cross Blue Shield of RI
- Delta Dental of RI
- Voluntary additional benefits:
 - ~ Vision, Life, LTD, Accident

EMPLOYEE ASSISTANCE PROGRAM

Coastline EAP services are available to our employees and family members. Access more than 20,000 resources to navigate life events.

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
- 13 paid holidays (Full Time employees)
- Simple IRA or 401(k) with match
- Flexible Spending Account (FSA)
- Child Care Discounts



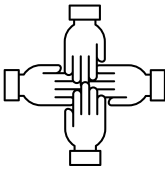
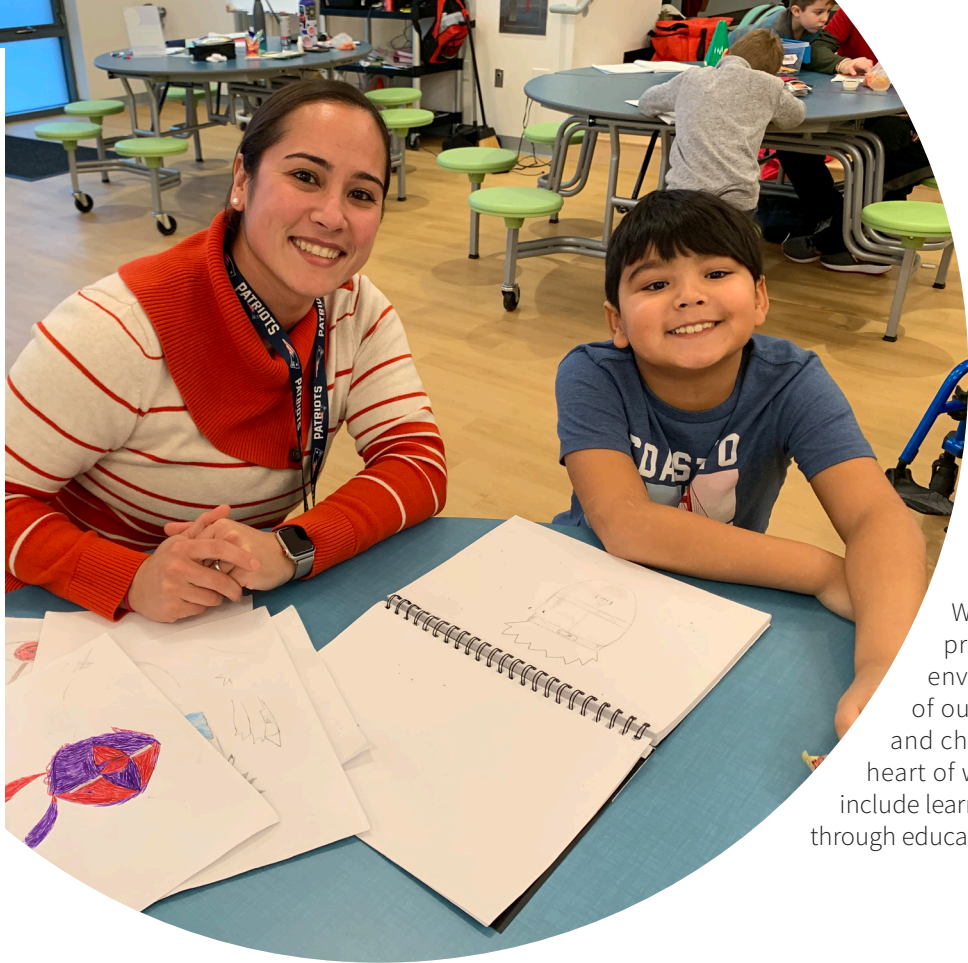
...
“I love the fact that no day is the same.
They are all constantly changing everyday
and it makes it fun.”
...

COMPANY VALUES

...

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

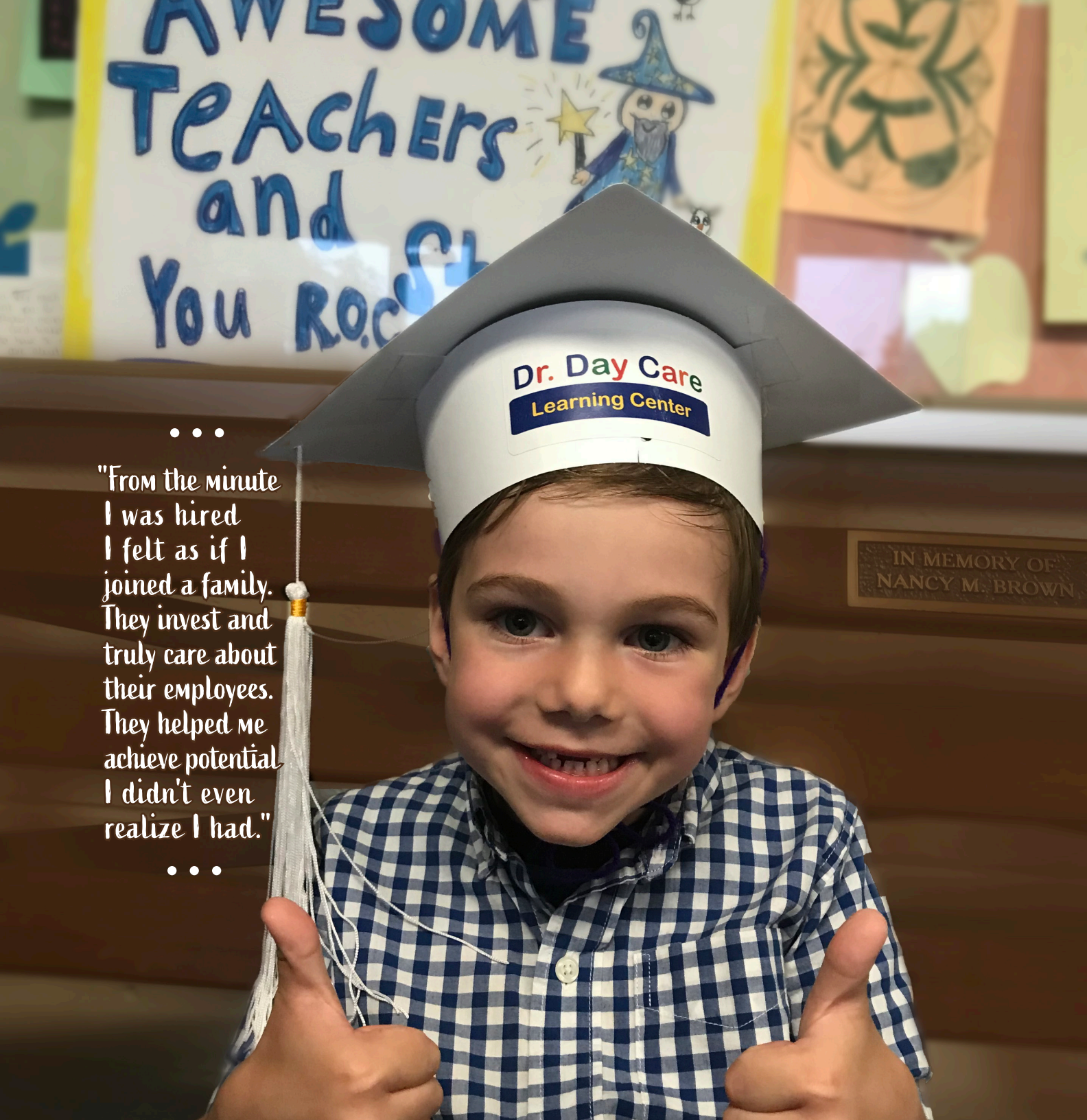


We believe that taking care means investing in the whole self, both at and outside work. We're dedicated to enhancing well-being of our team and their families.

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.





...
"From the minute
I was hired
I felt as if I
joined a family.
They invest and
truly care about
their employees.
They helped me
achieve potential
I didn't even
realize I had."
...



FURTHER EDUCATION ...

Looking for free or discounted educational opportunities? Start here!

We want to
help you earn
your college
degree or
college credits
and advance
your career.

T.E.A.C.H.® RHODE ISLAND

Covering 80-90% of the costs associated with tuition and textbooks, T.E.A.C.H.® awards scholarships to child care providers across the state who are pursuing coursework or seeking degrees in early childhood education at the Community College of Rhode Island, Rhode Island College, or University of Rhode Island. Applications for each semester are accepted on a rolling basis. Applicants must be employed full time at least 90 days at Dr. Day Care or Kids Klub.

R.I. EARLY CHILDHOOD EDUCATION AND TRAINING PROGRAM (RIECETP) GRANT

Free courses available for Rhode Island educators! Early Childhood Educators working with children ages birth through 5 in a DHS licensed center may qualify to receive 12 college credits in Early Childhood Education for free with use of textbooks.

Contact HR for details at 401-475-7707 x211 or hr@drdaycare.com.

TUITION REIMBURSEMENT

Already enrolled in a college program? Employees may seek to be reimbursed for approved college classes or credits.

For more information on these and other opportunities available, visit our website: www.drdaycare.com/careers/get-a-degree-with-ddc



PLAN YOUR FUTURE



It is never too early to start planning for your future. Start off on the right track today.



JOB GROWTH

As you grow with us, we encourage you to advance in your career. We hire for a variety of positions, such as:

- Teacher Assistant
- Lead Teacher
- Therapeutic Integration Specialist
- Assistant Administrator
- Administrator
- Clinician
- Home Office staff

RETIREMENT PLANNING

Save towards your retirement while you are working. Invest savings today to grow your retirement fund. The earlier you start saving for your future, the more money you will have for retirement.

We offer a Simple IRA or 401(k) with employer match. Plans and details vary by company.

MENTORS & NETWORKING

Build lifelong relationships with families and co-workers!

Our model provides employees with mentors and support staff to offer guidance and assistance. Networking events provide opportunities for you to build connections outside of work. No matter where you are in your career, we are here to help you grow.



...
" Great group of people to work with.
Fun, engaging learning environment!"
...



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

APPLY ONLINE ...

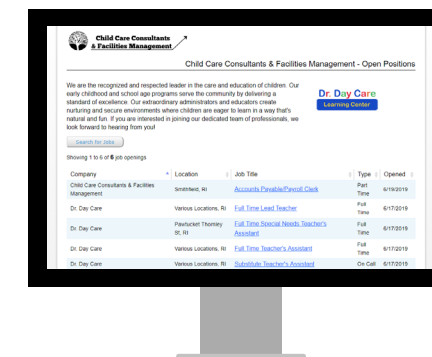
Read more about the positions at:

www.drdaycare.com/careers

www.kidsklubri.com/careers

or by visiting our application site:

theapplicantmanager.com/careers?co=dd



We look for employees whose unique talents and personalities set them apart. Refer someone that you think would be a fit for our team and you could get a referral bonus!

ABOUT US

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 - 9:00 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.



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



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.