

Careers that make a difference

*Discover what makes National Industries for the Blind
a great place to work*

MEDICAL BENEFITS

Medical Insurance

CareFirst Blue Cross Blue Shield medical insurance with a choice of three coverage levels: Health Maintenance Organization (HMO), Point of Service (POS), and Preferred Provider Option (PPO).

Vision Insurance

VSP Vision. *Effective on the first day of the month following employment.*

Dental Insurance

MetLife dental insurance. *Effective on the first day of the month following employment.*

Life Insurance

100% company-paid portable life insurance policy of 2-½ times annual salary. *Effective on the first of the month following 90 days of employment.*

Short-Term Disability Insurance

100% company-paid short-term disability insurance, offering income protection to employees with non-work-related illness after the completion of a 14-calendar-day elimination period. *Effective on the first of the month following 90 days of employment.*

Long-Term Disability Insurance

100% company-paid long-term disability insurance, offering income protection to employees with non-work-related illness, after the completion of a 90-calendar-day elimination period. *Effective on the first of the month following 90 days of employment.*

Long-Term Care Insurance

100% company-paid portable long-term care policy. *Effective on the first day of the month following employment.*



RETIREMENT BENEFITS

Pension Retirement Plan

Automatic enrollment in a 401(a) pension plan after one year of service. Employees receive an annual contribution up to 11% of gross earnings not to exceed federal guidelines.

Tax Deferred Annuity Retirement Plan

TDA 403(b) Plan, with eligibility on the first day of employment. Note: the IRS sets tax-deferred amounts.

WORKPLACE BENEFITS

Tuition Assistance

Annual reimbursement of up to 80% (\$5,250 total reimbursement), for tuition, books, and registration and laboratory fees.

Parking and Transportation

Monthly allotment for public transportation costs using SmarTrip® cards and Metrocheks. Covered garage parking available at no cost to the employee.

Performance Incentive Plan

Annual incentive plan payout for excellence in the achievement of organization-wide objectives.

Fitness Facility

Free access to an onsite fitness facility, which includes treadmills, elliptical, rowing machine, weight machines, and free weights.

Holidays and Paid Time Off (PTO)

11 paid holidays and generous PTO for vacation, personal time, illness or time off to care for dependents.

Employee Assistance Program

Free, unlimited access to consultants and other resources to help employees deal with personal challenges, from finding childcare to managing finances.

Workplace Flexibility

Flexible work schedules available, including compressed work week and telework.

Other Great Benefits

Employee Referral Program, paid professional memberships and a wellness program. [Click here to learn more.](#)

Voluntary Benefits

Legal resources, critical illness/cancer rider, accidental illness and flexible spending account.