

Emerge! has been recognized nationally as one of the
Top 50 Best Nonprofit Organizations to Work
for three years running!



Why?

We live our mission and our values.

We're committed to making our community a safer place to live, work, and play.

Emerge! Center Against Domestic Abuse provides domestic abuse crisis intervention and housing, prevention and education, and support and advocacy services to anyone experiencing domestic abuse. Emerge! is the largest domestic abuse shelter and provider of domestic abuse prevention and abuse programs in Southern Arizona.

To attract and retain the best employees we provide the following:

COMPETITIVE PAY—we lead our market segment for pay. Consideration given for experience above minimum requirements. Differentials provided for Spanish language skills, education above minimum and professional certifications.

OUTSTANDING BENEFITS

- ◇ **Medical**—We have two plans for employees to choose from. We pay 90% of the employee only base-plan premium
- ◇ **Dental**—We have two plans for employees to choose from. We pay 90% of the employee only low-plan premium
- ◇ **Vision**— low cost coverage for your eye health needs.
- ◇ **Life**—Benefits-eligible employees are covered under the Emerge! group life insurance and accidental death & dismemberment (AD&D) insurance policy that is 100% employer paid. Emerge! also offers an opportunity to purchase additional life insurance for you, your spouse/domestic partner and/or dependent child(ren).
- ◇ **401k**—Currently we are matching 50% of employee contributions up to 8% of the employee's gross wages (for a maximum of 4% match from Emerge!).
- ◇ **Employee Assistance Program**- EAP services are available to all employees and their immediate family members including spouse or significant other and child(ren). The EAP provides assistance for balancing work and life issues.
- ◇ **AFLAC**— Accident, Cancer, Short-term Disability, Hospitalization and other plans available.
- ◇ **Paid Time Off**— up to 15 days available during the first year. Accruals nearly double in the second year.
- ◇ **Floating Holidays**—up to 3 days available each year
- ◇ **Paid Holidays**— We recognize 8 holidays each year

Emerge! employees who are regularly scheduled to work at least 30 hours per week are eligible to enroll in employee benefits. Coverage is effective the first of the month following 30 days.

Domestic Partners are eligible for dependent benefits.