

We Are Proud to Offer a Rich Package of Employee Benefits...

Managing Work/Life Demands

Paid Time Off

Employees initially earn up to 13 days of paid vacation (pro-rated the first year) that may be taken after 30 days of employment. The schedule increases to 16 days the second year and 18 days beginning with the third year of service.

Holidays

Employees are eligible for nine paid holidays per calendar year as designated by management.

Flextime

Flexible work hours may be available dependent upon departmental needs and supervisory approval.

Family and Medical Leave

Employees who have completed 12 months of service and have worked at least 1,250 hours are entitled to a maximum of 12 work weeks of unpaid family leave within a 12-month period to care for a new child, an immediate family member, or their own serious health condition.

Tuition Reimbursement

PDSi will reimburse an employee for tuition expenses, up to \$3,000 per calendar year, directly related to improvement of job skills or knowledge. Reimbursement is made on a graduated scale according to the grade received. An employee is eligible for this benefit after 90 days of employment.

COESRA Discounts

PDSi is a member of the Central Ohio Employee Services and Recreation Association (COESRA), which provides discounts for numerous products and services throughout the Central Ohio area. New employees receive a COESRA membership card upon hire.

Health Insurance

Medical Insurance

PDSi offers a choice of two PPO (Preferred Provider) programs through Aetna.

Prescription Drug Plan

A prescription drug program is part of each of the medical plan options through Aetna. This benefit also provides for a Mail Order Pharmacy program.

Dental Insurance

Dental insurance through The Guardian covers many dental costs.

Financial Security and Income Protection

401(k) Profit Sharing Plan

PDSi provides a 401(k) Profit Sharing Plan through The Principal Financial Group. Our plan features daily valuation and on-line account management.

Employees who have completed 90 days of service are eligible to join the plan during the next enrollment period. Enrollment occurs in January, April, July, and October.

Flexible Benefits Account

Employees who have completed 30 days of service are eligible to enroll in our Health Care and/or Dependent Care account. This account is available through payroll deduction so that employee health insurance expenses (including deductibles and co-pays) and dependent care expenses can be paid with pre-tax dollars and will not be considered part of your taxable income.

Life Insurance

Employees who have completed 30 days of service are enrolled for Basic Life and Accidental Death and Dismemberment Insurance.

Short Term Disability

Employees who have completed 30 days of service will be covered by Short-Term Disability. This entitles an employee to receive 60% of their weekly earnings, up to \$1,000, for a maximum of 13 weeks.

Long Term Disability.

Employees who have completed 30 days of service will be covered by Long-Term Disability. This benefit is available once the 13 weeks of Short-Term Disability is reached. This benefit pays 60% of monthly earnings up to \$6,000.