

Eagle Lake Office  
PO Box 310  
Eagle Lake, ME 04739  
Telephone (207) 444-5152  
Fax (207) 444-6099



Caribou Office  
PO Box 187  
Caribou, ME 04736  
Telephone (207) 492-1036  
Fax (207) 492-1830

## **Northern Maine General Employee Benefits**

- ☐ Large agency with a variety of positions that fit scheduling, lifestyle, and general interest needs.
- ☐ Fair and Competitive Wages by Industry.
- ☐ Earned Time: Begins accruing immediately. Up to 26 days in the first year for Full Time employees. Graduated increase with tenure for Part Time and Full Time employees.
- ☐ In-House Training and Certifications.
- ☐ Full Time Employees: Health Insurance, Life & Short Term Disability, Dental Insurance, Vision Coverage, Accident Insurance, Critical Illness Insurance.
- ☐ Part Time and Full Time Employees: Aflac Insurance plan and United Insurance Discount - 5% to 10% discount on MMG, Concord, or Patrons plans.
- ☐ 403B Retirement Plan: 5% return on any money invested in first 7 years.
- ☐ Part Time and Full Time employees may rollover up to 120 hours of vacation time each year.
- ☐ Mileage and Cell Phone Reimbursement (when applicable).
- ☐ Verizon Wireless Discount: 22% off data use if Verizon user and registered as NMG employee.
- ☐ Complementary IT Consultation and employee discount for technical support on personal devices.
- ☐ Financial incentives to employees towards continued education in exchange for employment commitment. Opportunities and resources to receive tuition reimbursement and student loan forgiveness are dependent upon employee meeting the criteria of Policy #309 in the Personnel Policy handbook which describes that continued education must be at the request of the company or in order to promote within the company. You will be directed to <https://studentaid.ed.gov/sa/>.
- ☐ Regular wellness activities, opportunities to participate in and earn prizes, reimbursement of part of employee share of insurance premium, etc.
- ☐ Annual Employee Recognition events for various programs: DSP week, Administrative Staff day, etc.
- ☐ Employee Relations Council which offers gifts to employees facing losses or celebrations throughout the year. Plaques and cash awards for employees celebrating 5, 10, 15, 20, 20+ years of service. Annual "Thank You" gifts to all members of Team NMG.
- ☐ We are a licensed, audited, and accredited equal opportunity provider and employer.

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***Our mission is to provide individuals with the highest standard of care and help all of the people we serve enjoy life to the fullest potential.***