



Benefits Summary: All Staff

Plan Year July 1, 2026 – June 30, 2027

Benefits available to all Sweetser employees, regardless of employment status.

Employee Assistance Program (EAP)*

HealthJoy administers our EAP for employees and household members at no cost. Numerous mental health resources, short-term counseling (5 sessions per issue), expert referrals, and legal/financial services (30-minute consultation with an attorney/financial advisor).

Employee Discount Program*

Get discounts for goods/services at national and local businesses including insurance, fitness centers, amusement parks, entertainment, restaurants, and more!

403(b) Retirement Plan*

Lincoln Financial administers our 403(b) Retirement Plan with a Pre-tax or Roth option. After 90 days of employment, employees who do not decline participation will be automatically enrolled at a 3% contribution of earnings. You can adjust your contribution amount at any time/as many times as you want.

403(b) Retirement Plan Company Match*

Eligibility for the match is to be at least 21 years old and have one year of service (of working at least 1,000 hours) with Sweetser. The match is up to 3% of participants' contributions. There is a four-year vesting schedule.

Maine Paid Family and Medical Leave (PFML)

Reliance Matrix is our private plan administrator. Eligible employees may take up to 12 weeks per benefit year of paid leave under the PFML program to care for their own serious health condition, to care for a family member with a serious health condition, to bond with a new child, or for other qualifying reasons.

Earned Paid Leave (EPL)

Earn 1 hour of paid time off for every 40 hours worked, to a maximum of 40 hours in a calendar year.

Sweetser Training Institute*

Free professional development training, workshops, and certificates in areas of leadership, mental health, and recovery best practices.

UNE Online Graduate Programs Tuition Discount*

The University of New England offers a tuition discount that specifically applies to the online programs for the following:

- Master of Social Work (MSW) – 30% tuition discount
- Doctorate in Social Work (DSW) – 30% tuition discount
- Master of Business Administration (MBA) – 15% tuition discount

Saint Joseph's College Partnership*

Receive partnership benefits like reduced tuition for certain online undergraduate, graduate, and certificate programs in Health Administration, Long Term Care, Radiologic Science, Nursing, Business, and Social Science/Humanities.

Capella University Partnership*

Receive partnership benefits like scholarship opportunities of up to \$15,000 and reduced tuition to their large selection of online bachelor's, master's, doctoral, and professional development programs.