

At ETS, you can make your living by making a difference



Compensation

Compensation at ETS begins with a competitive base salary. Employees who contribute to the success of the company through hard work, ideas, enthusiasm and results are rewarded above their base salary.

Benefits

ETS's benefits package is one of the most competitive in the industry, and allows employees to customize their benefits plans to meet their needs.

Work-Life Balance

ETS encourages all employees to balance work, family and involvement in their community. That's why the company provides a full range of services and support — from flex-time arrangements and health and wellness programs to community volunteer opportunities.

Performance and Recognition

Employees receive feedback on performance through one-on-one meetings with their managers, performance reviews, team evaluations and more. Employees may receive individual and group performance awards for excellence.

Development and Career Opportunities

ETS places a high value on career and professional development and invests heavily in employee advancement. We are committed to helping every employee acquire, transfer and use their knowledge, skills and abilities to the fullest extent.

Compensation	Benefits	Work-Life		Performance & Recognition	Development & Career Opportunities
<p>Base Wages</p> <ul style="list-style-type: none"> Salaried Pay Hourly Pay <p>Premium Pay Plans</p> <ul style="list-style-type: none"> Shift Differential Pay (paying employees a premium to work different shifts) On-call Pay (being available to work outside regular hours of employment) Call-in Pay (for employees actually called in to perform work outside regular hours of employment) <p>Variable Pay</p> <ul style="list-style-type: none"> Sales Incentives Incentive Pay Plans <ul style="list-style-type: none"> Performance Sharing Plan (PSP) Short Term Incentive Plan (STIC) Specialized Incentive Plans 	<p>Health and Welfare</p> <ul style="list-style-type: none"> Medical Plan options Dental Plan options Vision Plan Prescription Drug Plan Basic Life Insurance Business Travel Insurance Disability Coverage <ul style="list-style-type: none"> Short Term Long Term Domestic Partner Health Benefits Retirement Medical and Prescription Benefits <p>Flexible Spending Accounts</p> <ul style="list-style-type: none"> Healthcare Flexible Spending Account (for saving pretax to pay for eligible healthcare expenses) Dependent Care Flexible Spending Account (ETS contributes up to \$1,000 based on salary, used for care provided both inside and outside of the home) <p>Retirement Plans</p> <ul style="list-style-type: none"> 403(b) Match Plan (100% vested, ETS contributes up to 3%) 401(a) Defined Contribution Plan (no wait period, ETS contributes 6% of base salary) <p>Time Off With Pay</p> <ul style="list-style-type: none"> Vacation Holiday Paid Time Off (PTO) Bereavement Leave Jury Duty Family Leave (if applicable) <p>Unpaid Time Off</p> <ul style="list-style-type: none"> Leaves of Absence (Military, Personal, Medical, Family) <p>Compliance</p> <ul style="list-style-type: none"> Unemployment Insurance Worker's Compensation Insurance Social Security Insurance 	<p>Alternative Work Arrangements</p> <ul style="list-style-type: none"> Flex-time Telecommuting and Alternative Work Sites (performing regular job responsibilities away from primary work location) Part-time Employment Seasonal Schedules (used in Ewing at Call Center) Summer Hours <p>LiveWell Program</p> <ul style="list-style-type: none"> Making Strides Health and Wellness Program Fitness Activities (at some sites) Discounted Fitness Club Rates Subsidized Fitness Club Memberships (if applicable) LifeWorks™ (an employee assistance program) Preventative Care Programs (medical plans) Weight Management Programs Smoking Cessation Assistance Stress Management Programs Voluntary Immunization Clinics (flu shots) Health Screenings (mammograms and cholesterol tests) Nutritional Counseling Simple Steps to a Healthier Life® Program HealthMedia® 	<p>Community Involvement</p> <ul style="list-style-type: none"> ETS Cares Campaign Community Volunteer Programs Paid Time Off for Community Service Disaster Relief Funds Sponsorships and Grants In-kind Donations Community Connections <p>Caring for Dependents</p> <ul style="list-style-type: none"> Dependent Care Referral and Resource Services (LifeWorks) Mother's Privacy Rooms <p>Financial Support</p> <ul style="list-style-type: none"> Financial Planning and Education Credit Counseling (LifeWorks) <p>Voluntary Benefits</p> <ul style="list-style-type: none"> Long Term Care (for services such as nursing home care) Group Legal Plan Supplemental Life Insurance Spouse and Dependent Life Insurance Accidental Death and Dismemberment Insurance Accident and Cancer Insurance <p>Culture and Diversity</p> <ul style="list-style-type: none"> Team Effectiveness Diversity and Inclusion Initiatives Paid Time Off for Fiesta Friday (San Antonio) <p>Discounts</p> <ul style="list-style-type: none"> Wachovia Banking Verizon Wireless NJ Manufacturers Assn. Homework Help from Tutor.com (LifeWorks) Caregiver Product Discounts (LifeWorks) <p>Additional Offerings</p> <ul style="list-style-type: none"> Relocation Credit Union Membership Ecomotion 	<p>Performance</p> <ul style="list-style-type: none"> Manager and Employee 1:1 Meetings Performance Reviews Project Completion, Team Evaluations, After Action Reviews Performance Planning and Goal Setting Sessions <p>Recognition</p> <ul style="list-style-type: none"> Service Awards Retirement Awards Spot Awards Gift Certificates Presidential Awards Research and Development Awards Organization-wide Recognition Programs Volunteer of the Month Exceeding Performance Awards Appreciation Luncheons, Formal Events ETS Annual Family Picnic 	<p>Learning Opportunities</p> <ul style="list-style-type: none"> Tuition Assistance On-the-Job Learning Attendance at Outside Seminars and Conferences Access to Virtual Learning, Podcasts, Webinars Access to Brigham Library Holdings and Research Services in Education, Psychometrics, and Business Self-development Tools New Hire Onboarding Graduate Fellowships Unpaid Sabbaticals <p>Coaching</p> <ul style="list-style-type: none"> Leadership Training Collaboration with Resident Experts Access to Information Networks Formal or Informal Mentoring Programs <p>Advancement Opportunities</p> <ul style="list-style-type: none"> Internships Overseas Assignments Internal Job Postings Job Advancement and Promotion Career Ladders and Pathways Succession Planning Full Circle Program <p>Professional Organizations</p> <p>Examples:</p> <ul style="list-style-type: none"> American Educational Research Association International Association of Administrative Professionals Toastmasters International® <p>Role-Specific Certification</p> <p>Examples:</p> <ul style="list-style-type: none"> Project Management Institute and Project Management Professional Six Sigma

