



September 30, 2022

Dear Staff,

As you may have learned at the recent All Staff Meeting, we know how hard you are all working. We know the commitment you make to the individuals, your co-workers, and the Agency. To that end, we seek to reward your efforts as best we can.

The following was announced at the Sept. 27, 2022, staff meeting.

### **Pay Raise**

Everyone gets a \$1.00 per hour raise effective Oct. 2. For most of you, this means a 5% increase in your pay. The new rate will appear in your Oct. 22 paycheck. For full-time staff this increase totals \$2080 a year.

### **Additional Contribution to Your Retirement Account**

We will deposit 4.5% of your annual pay into your Mutual of America 403(b) retirement account. This is in addition to the 5.4% we deposited earlier this year. That means we deposited almost 10% of your earnings into your account this year. We are pleased to offer this generous sum. This contribution applies only to eligible staff. If you are not sure about your eligibility, please contact HR. The money will be deposited into your retirement account by Nov. 15, 2022.

### **Health Care Costs**

This year, health care costs have increased. We are proud to tell you that once again we will have Health New England and the benefits will remain the same as they currently are. BC Arc will pay the increased costs, and the rate for staff will not increase. This means there will be no increase for staff's health care costs.

### **Thank you**

Once again, thank you, thank you, and thank you. You support people who need you, and you do it with care and compassion. You make this Agency great.

Sincerely,

A handwritten signature in cursive script, appearing to read "Megan Hyatt".

President

A handwritten signature in cursive script, appearing to read "David W. A.".

CEO