

The people of FitzGerald Associates are the backbone of our firm. They are our heart and soul. Their competence and dedication is what makes us qualitatively different from other firms.

1. **Health Insurance:** Comprehensive policy with options for choice of a PPO or HMO plan.
2. **Life Insurance:** Company-paid coverage of your salary up to 50,000.
3. **Disability:** Available for short and long-term inability to work.
4. **Accidental Death:** Additional company-paid coverage of your salary up to 50,000.
5. **Profit Sharing:** A percentage of the company's annual gross profit is passed on to the employee in his or her retirement account based on his or her pay rate and company profitability.
6. **401(k):** Created for employees to meet individual retirement needs. FitzGerald Associates matches 50% of the first 6% invested by employee.
7. **Discretionary Bonus:** Possible "year-end" compensation based on performance and company profitability.
8. **Vacation:** One week during first year of service; two weeks thereafter until five years when three weeks is earned; and thereafter until 15 years when four weeks is earned.
9. **Sick Time:** One week per year, fully paid. Sick time is prorated during first year of service.
10. **Licensing Examination Reimbursement:** Total reimbursement of licensing exams when passed while employed with FitzGerald Associates Architects.
11. **Bereavement:** Up to three days, fully paid.
12. **Leave of Absence:** In effect for causes requiring absence of two weeks or more, non-paid.
13. **Alternative Work Schedule:** After a minimum one year of service flexible hours available for special needs.