

Summary

FONA International is a place that welcomes a diverse workforce. We believe in providing a work environment that promotes respect, trust and a sense of community. By offering a wide array of benefits, programs and volunteer opportunities, we strive to make every employee's experience with FONA a rich and rewarding one.

Every individual who works for FONA can receive the benefits mentioned. In addition, every employee can be assured that they will be treated with the utmost respect and in a compassionate manner.

FONA's Employee Benefits

At FONA, we offer our employees a work environment that is gratifying and unique. Instead of being focused solely on specific tasks, our employees understand that they are part of the FONA culture — part of a family that prides itself on providing each and every person in the organization with the same meaningful opportunities and generous benefits.

Culture

FONA's culture is customer-centered, growth-oriented, positive and dynamic. We attract employees who are willing, able, and committed to personal and professional growth. Our belief is that all people have innate value and significance and are worthy of dignity and respect. We seek to create and sustain an open environment that is inclusive, values diversity, promotes innovation, and provides growth opportunities for all FONA team members. We are committed to the highest standards of ethical and moral conduct as we manage and grow our business.



Premium Benefits

At FONA, we offer our employees some of the best healthcare, financial and personal benefits available. Everyone at FONA is considered part of the team and is guaranteed equal access to all benefits and opportunities.

Health Insurance

- Employee Medical, Dental and Vision Coverage
- Two Blue Cross Blue Shield medical plans to choose from: Platinum PPO & Gold PPO
- Dependent Medical, Dental and Vision Coverage
- FONA contributes a significant amount to dependent medical coverage under the Platinum PPO plan.
- FONA pays 100% of dependent care under the Gold PPO plan.
- FONA pays 100% of dependent care under the vision plan.
- FONA contributes a significant amount to dependent dental coverage.

Additional Benefits

- Flexible Spending Account Program
- Dependent Care And Medical Plan Options
- Short-Term Disability Insurance
- Long-Term Disability Insurance
- Child, Elder And Pet Care Assistance Through Bright Horizons
- Employee Assistance Program
- Travel Insurance
- Corporate Chaplains Of America
- 401(K) Retirement And Savings Plan — Fona Makes A Safe Harbor Contribution To The Employee's 401(K) Plan Equaling 3% Of The Employee's Annual Compensation — Whether The Employee Contributes Or Not.
- Traditional Pre-Tax And Roth Options Are Available.
- Life Insurance
- Voluntary Life Insurance — Available For Employee, Spouse And Children.
- Nine Paid Holidays
- Paid Time Off — Number Of Days Determined By Length Of Service.
- Parental Leave Benefit — Policies Are Described In The Employee Handbook.
- Bereavement Leave
- Training And Development — Five Paid Days Are Provided To Each Employee On An Annual Basis.
- Tuition Reimbursement
- Employee's Children College Scholarships
- Education Assistance Program
- Dupage Credit Union Membership
- 529 College Savings Plan
- Voluntary Coverage Available With Aflac
- Voluntary Pre-Paid Legal And ZD Protection Available Through Legal Shield And ZD Shield
- PTO Donation Program

- Discounted Logo Wear
- Dry Cleaning Pick-Up & Drop-Off
- Car Wash/Oil Change Pick-Up & Drop-Off
- Work/Life & Concierge Online Service
- On-Site Yoga — Twice A Week
- Monthly On-Site 15 Minute Massages
- Discounted Personal At&T Mobile Service
- Free Employee Admission To The Shedd Aquarium
- Discounted Six Flags Tickets
- Pet Insurance
- Cougars Tickets
- Apple Discount
- On Site Flu Shots
- On Site Biometric Screenings
- \$200 Prescription Safety Glasses Benefit

Extra Benefits

FONA strives to go above and beyond when it comes to employee well-being, education and involvement. It offers a full range of extra benefits and programs focused on enhancing the employee's overall career experience.

- Annual Employee Picnic
- Service Award Recognition
- Quarterly Peer Recognition
- Annual Academy Awards
- Special Event Recognition — Wedding gifts, baby gifts, special birthday celebrations
- Thanksgiving and Christmas Celebrations
- Discretionary Thanksgiving Gift
- Discretionary Record Month and Quarter Bonuses
- Annual Wellness Expense Reimbursement
- Employee Fitness Center
- Flexible Scheduling — With supervisor approval, employees may determine their scheduled work hours.
- Summer Hours — A summer schedule allows a partial workday on Fridays.
- Employee Referral Program
- Monthly Employee Lunches
- Extensive Training and Development Opportunities
- Flavor 101® Attendance
- Monthly Employee Meetings
- Quarterly Management Meetings
- FONA Leaps
- Monthly Birthday Lunch with the President
- \$100 Jewel Holiday Shopping Gift