



Total Rewards

We believe in generously rewarding our employees for their dedication and hard work. Our compensation package is more than just salary alone. We pride ourselves in offering a benefit package that sets us apart from other companies. Our Mission states it best – we are dedicated to building long-term shareholder value and creating a workplace that respects and values all employees.

As an Avidity employee, you can look forward to receiving the following for your health, your life and your benefits.

YOUR HEALTH

- Lunch and Learn Wellness Speaker Series
- Annual Blood Drive
- Seasonal Flu Shots
- Blood Pressure Screenings
- Discounts to local gyms and fitness centers

YOUR LIFE

Paid Time Off (PTO)

Enjoy up to three weeks of time off your first year of employment. PTO can be used for vacation, personal needs and illness.

Paid Holidays

Avidity observes the following nine holidays: Memorial Day, Independence Day, Labor Day, Thanksgiving, Day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Day, Floating Holiday (determined annually by employee vote).

Flex Time

We believe in offering employees with flexibility in their start time and during the work day. Employees may flex up to two hours each week for personal appointments, emergencies and personal business.

Employee Assistance Program (EAP)

Our Employee Assistance Program provides confidential, 24-hour support, resources and information for you and your family.

Tuition Reimbursement

We provide educational financial assistance to promote the development and continued advancement of employees. Avidity may reimburse eligible expenses for approved job-related academic and technical courses and certification programs.

Milwaukee Zoo and Milwaukee Public Museum Passes

Looking for something to do? Check out one of our Zoo or Museum passes and enjoy free admission, parking and special discounts.

Popcorn Friday

Celebrate the end of the week with a popcorn treat! Popcorn is popped fresh and hot every Friday afternoon.

Free Coffee

Enjoy free coffee on demand in our lunchroom.

Monday Morning Wake-up Club

Start the week out right! Join us once a month for a light, delicious and healthy breakfast on us.

Discount Programs

- Vehicle Rental
- Computer and Technology Purchase

On-site vehicle service program

We know how valuable your time is on the weekend. That's why we make it convenient to take care of your oil changes, tire rotation and other vehicle maintenance while you are at work. Our on-site service program partners with a local dealership to offer the convenience of pick-up and drop off service during the work day.

Paid Volunteer Time

Avidity recognizes its responsibility in being a good corporate citizen is to help enrich our surrounding communities of residence and work. Avidity encourages its employees to become involved in their communities by lending their volunteer support to programs that positively impact the quality of life within those communities. We'll provide up to four hours of paid time each year for employees to pursue a volunteer opportunity of their choosing.

Employee Program Day

Each year, we host a fair which features local businesses, services and resources who provide discounts and programs specially to Avidity employees and their families. Just another great reward for being an Avidity employee!

Scholarship Program

The Avidity scholarship program provides scholarships to two students at Waterford Union High School and one scholarship for dependents of Avidity employees, for advanced education.

Service Award Program

Our Service Award program recognizes employees for their dedication and continued years of service. After just one year of employment, employees will be awarded with a service award and every year thereafter.

YOUR BENEFITS

Medical Coverage

As an Avidity employee, you can look forward to selecting a medical plan that best fits you and your family's needs. We pride ourselves in providing a competitive, rich and affordable medical plan that protects you and your family from the high cost of health care.

Prescription Drug Coverage

Prescription drug coverage is included with your medical coverage. We offer a convenient three-tier formulary with mail service pharmacy benefits, providing you additional prescription drug savings.

Dental Insurance

Our Dental coverage offers employees and their families with competitive coverage for diagnostic and preventive, orthodontic, basic and major services.

Vision Insurance

Avidity offers Vision coverage at no cost to employees and their families.

Flexible Spending Accounts for Health and Dependent Care

Our flexible spending accounts offer a pre-tax benefit while saving for out-of-pocket health and dependent care related expenses.

Company-paid Short Term and Long Term Disability

We offer both Short Term and Long Term Disability coverage as a fully paid company benefit to help manage financial risk when you are unable to work because of a personal injury or illness.

Company-paid Basic Life Insurance and AD&D

Our Basic Life Insurance and AD&D benefit provides financial protection for you and your family. Our Basic benefit is provided at no cost to you. We also offer Optional Life Insurance coverage, providing you with additional coverage you can purchase for you, your spouse and your children.

Competitive 401(k) and Profit Sharing Program

Avidity offers a competitive 401(k) and Profit Sharing Plan to help employee's save for their retirement. Employees are able to immediately begin contributing upon hire 1-90% of their pay to their 401(k) retirement savings plan through pre-tax deferral, up to the annual IRS limit. Avidity employees become eligible for Avidity's competitive profit sharing plan following one year of employment. This discretionary bonus is determined annually based on company profitability. Half is paid as a cash bonus, with the other half deferred to your retirement savings account.