

Beaverbrook STEP, Inc.

Stanley Kruszewski
President
Virginia A. Connolly
Executive Director

85 Main Street, 2nd Floor, Watertown, Massachusetts 02472

Tel 617.926.1113
Fax 617.926.1226
TRS 800.439.2370

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To All Beaverbrook STEP Employees,

We are very pleased to announce that the Board of Directors has authorized two new employee monetary benefits for the spring of 2022. These benefits are offered to assist our employees in filling in the gaps created by inflation and an often overlooked medical need. Please read below for specific descriptions of each benefit.

INFLATION FIGHTER BENEFIT:

We are all feeling the pinch of inflation these days as the cost of many of our staple items have risen considerably. Beaverbrook STEP is committed to helping our employees maintain financial stability during this difficult time. The Board has authorized an Inflation Fighter Benefit of \$750.00 (per FTE) for each regular full-time employee. This amount will be prorated for regular part-time employees. This year qualified relief staff will receive an Inflation Fighter Benefit prorated to a base amount of \$750. This payment will be included in the payroll dated **March 11th**.

Qualified staff include all full-time and part-time regular staff of Beaverbrook STEP. We will also be delivering this benefit to our relief staff who have worked an average of at least 8 hours per week over the last 8 weeks.

AUDITORY DEVICE BENEFIT:

Recently, it has come to our attention that there is a significant gap in coverage for auditory devices including hearing aids and augmented listening devices. We are working with several partners to try and close this gap so that those employees who need these specialized devices can get them without an exorbitant out of pocket cost. While we are working out an alternative plan, we have created a fund that employees may access to help offset the cost of auditory devices. This fund will provide qualified employees up to **50%** of the out of pocket cost for auditory devices for those who meet specific criteria and documentation rules. We are excited to offer this benefit and we are hopeful that this fund will give us time to research and implement a longer term financial solution. If you would like more information about the Auditory Device Benefit please contact the main office.

As a final note, Beaverbrook STEP is cognizant of the financial and health issues that have become all too prevalent over the past few years. We are committed to providing our employees as many financial resources as possible to ensure stability in these uncertain times. As we continue to provide our \$5.00 and \$3.00 Enhanced Wage Benefit, we are working diligently with our funding sources to facilitate meaningful hourly wage increases for our Direct Support Professionals. We sincerely appreciate all that you do for the individuals supported by Beaverbrook STEP and we cannot thank you enough for your integrity, commitment and caring.

Sincerely,

Beaverbrook STEP Executive Team and the Board of Directors