



***Be a Shining Star at
NHR!
Consider a Career at
New Horizons Resources***



New Horizons Resources (“NHR”) is seeking to hire experienced DSPs as well as people without experience with the potential to become great DSPs. At NHR, we succeed when our staff do. We would like you to consider a career with NHR— with opportunities for professional development and advancement and knowing that you are making a difference each and every time you come to work.

Your College Tuition Paid By NHR!

From your **1st day** on the job as a regular full-time or part-time DSP, you are eligible for **fully paid college tuition (including books and fees)** at local community colleges in Dutchess, Sullivan and Ulster counties. As you earn college credits (that can be applied toward a degree) in this program, you will also earn two certificates. **When you earn the first, we will increase your pay by \$0.39 per hour and when you earn the second, we will increase your pay by \$0.42 per hour (for a total of \$0.81 more per hour).** You can then continue your education using to earn a degree (and increase your pay again!) using NHR’s Tuition Assistance Plan (available to all full-time and part-time employees after completing their 90 day probationary period) that provides up to \$1,000 a year in tuition reimbursement for full-time and up to \$500 a year in tuition reimbursement for part-time.

DSPs joining NHR with college degrees (or earning them while employed at NHR) will receive pay increases ranging from \$0.39 to \$1.58 more an hour depending on the degree.

Time for You! 6 Weeks Paid Time Off in Your First Year at NHR!

We value each team member and reward every regular full and part-time NHR employee with 6 weeks— 1.5 months! - of Paid Time Off in your first year of employment! You do not have to wait until the end of your first year to use this time! You earn time with every paycheck. You can carryover time at the end of the year and/or sell some to pay help pay for other benefits or to get extra money in your paycheck! As you are at NHR longer, you will earn more PTO—up to 9.5 weeks per year!

Limited Time—Up to \$3,000 Sign On/ Retention Bonuses!

When a person is hired into a Regular Full Time residential position on or before 7/1/22, the newly hired employee will receive \$3,000 paid as follows: \$500 after 3 months in the position, \$500 after 6 months, \$500 after 9 months, \$500 after 12 months, \$500 after 15 months and \$500 after 18 months! People hired into Regular Full-Time positions outside of NHR’s residential program will receive \$250 after 3 months in the position.



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Interested in Learning More About a Career at NHR?

How Do I Get Started?



Visit NHR's website to learn more about us: <http://www.nhrny.org/> and our employee benefits at: [http://www.nhrny.org/PDFs/Benefits%20Leaflet%202020-2021%20\(2\).pdf](http://www.nhrny.org/PDFs/Benefits%20Leaflet%202020-2021%20(2).pdf).



Study the Job Opportunities list so you know where NHR has job opportunities available. You can always check the list at: <http://www.nhrny.org/employment.html>.



If you are interested in applying for the opportunity to join our team, you can download and complete an application by going to: http://www.nhrny.org/PDFs/NHR_CBC_Employment_Application_11_2019.pdf. You can return



the application by dropping it off at or mailing it to our offices at 123 West Road, Pleasant Valley, NY 12569 or by faxing it (845) 635-3807 or scanning and emailing the application to hrdept@nhrny.org. You can also pick-up a blank application at our offices on West Road. If someone referred you to NHR, when asked on the application, please name that person (and only that person).



Come to an open interview and meet us! NHR conducts in-person open interviews every Thursday from 10 a.m. to 4 p.m. at NHR's West Road offices at 123 West Road, Pleasant Valley, NY. For more information and for information on open interviews in Napanoch and open interviews on weekends, please call Dana Adolfsson at 845 473-3000 Ext. 1352 or Chris Boateng at Ext. 1355.



One More Thing—There's a Sign On/Retention Bonus!

- ◆ When a person is hired into a Regular Full Time residential position on or before 7/1/22, the newly hired employee will receive **\$3,000** paid as follows: \$500 after 3 months in the position, \$500 after 6 months, \$500 after 9 months, \$500 after 12 months, \$500 after 15 months and \$500 after 18 months! People hired into Regular Full-Time positions outside of NHR's residential program will receive \$250 after 3 months in the position.
- ◆ When a person is hired into a Regular Part Time position, the newly hired employee will receive **\$125.00** after 3 months in the position.