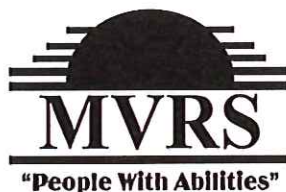


*Thinking of
making a career
change?*

***MVRS is a
great choice!***

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Magic Valley Rehabilitation Services is a non-profit rehabilitation program with over 40 years of dedication to assisting persons who are disabled, disadvantaged or displaced in realizing full community participation for persons residing in the eight counties of South Central Idaho (Blaine, Camas, Cassia, Gooding, Jerome, Lincoln, Minidoka, and Twin Falls counties). Services include vocational evaluation, work adjustment (short-term training), job placement, work services (long-term training), developmental therapy, community supported employment (evaluation, training, and employment) and adult activity program.



Magic Valley Rehabilitation Services is interested in hiring the best and the brightest employees so that we can give the people served the best chance of getting the skills to fully participate in employment and community life. In addition to providing a great working environment and the opportunity to make a difference in the lives of people with disabilities, we offer very competitive pay and benefits.

◇ **SALARIES:** All salaries paid by MVRS are at the 75th percentile or higher as determined by an annual survey of salaries of private non-profit community rehabilitation programs in the State of Idaho. Salaries are usually increased each fiscal year based on the salary survey.

◇ **BENEFITS:** A wide range of benefits are available to MVRS employees. Part-time employees receive pro-rated benefits, depending upon the average number of hours worked weekly. The benefits include:

Flexible Work Schedule - Employees are allowed to select the time of day they wish to begin and complete their work day with some restrictions.

Vacation Leave - Full-time employees are eligible for 12 days of vacation leave a year during the first five years of employment; 18 days of leave a year during the 5th to 10th years; 24 days of leave a year after 10 years of employment; and 30 days after 20 years of employment. Part-time employees receive prorated vacation leave dependant upon the number of hours worked per week.

Sick Leave - Full time employees are eligible for 1 day of sick leave per month. Part-time employees received prorated sick leave dependant upon the number of hours worked per week.

Holiday Leave - MVRS is closed for 7 holidays for which full-time employees are paid. Employees are also eligible for an 8th paid "floating holiday".

Family and Medical Leave - Twelve (12) weeks of unpaid, job-protected leave is provided to eligible employees for certain family and medical reasons after meeting eligibility requirements.

Educational Leave - Leave pay is available to any employee for the purpose of attending workshops, training programs, and specialized educational meetings. Registration fees, meals, travel and lodging may also be paid by MVRS.

Mileage Reimbursement - Employees who use their private auto for business purposes are reimbursed.

Insurance - MVRS offers medical, dental, vision and long-term disability insurance for full-time employees. Premiums for disability insurance are paid by MVRS. Employees pay 25% of the premiums for medical and dental insurance and 100% of the premiums for vision insurance.

Flexible Benefits Plan - The plan allows eligible employees the opportunity to pay eligible medical, dental, and dependant care expenses, and/or insurance premium payments with pre-tax earnings.

Retirement System - MVRs has a private 401k profit sharing plan. The plan is available through a family of funds with each participant choosing his or her investments. Contributions are made at the sole discretion of the corporation for employees who are eligible to participate in the plan and have not signed a waiver declining participation in the pension plan. The amount of the discretionary contribution is decided annually by the Board of Directors.

MVRs offers a working environment in which creativity, risk-taking and open communication are encouraged. MVRs believes that employees are our greatest asset and form the foundation of the organization.

HERE IS WHAT MVRs EMPLOYEES HAVE TO SAY

"MVRs makes a difference in people's lives, and it's very rewarding to be a part of that."

"People who are committed to improving employment and community participation opportunities for people with differing abilities."

"I like and appreciate the people I work with and for."

"MVRs has a history and reputation in the region of quality. There is an organizational commitment to excellence here."

"MVRs is the most professional and ethical company I have ever worked for."

"I like working for an organization that does more than just talk about quality."

"The community is a better place because MVRs has raised awareness of the abilities everyone has."

"Rewarding work. Professional, caring people to work with."

"MVRs is a great place to work."

MVRs MISSION

Magic Valley Rehabilitation Services, Inc. affirms the worth of all individuals. Through a variety of programs MVRs actively strives to:

- ◇ **Empower** individuals to achieve maximum participation in employment and community life,
- ◇ **Encourage** individuals to explore and enhance their unique skills and abilities,
- ◇ **Promote** a work ethic that leads to greater social and economic independence and self-reliance, and
- ◇ **Develop** within the community a knowledge that supports the strengths and talents of a diverse population.

MVRs is a drug and alcohol free work place