



Employee Benefits Summary



Remote Work



- Hybrid work structure; work from home; occasional office visits
- Flex time, choose your work schedule

Medical & Dental



- Your choice of three highly rated BCBS plans, with varying rates and options, including two HSA eligible plans
- Company pays 100% of employee, employee/spouse, or employee/child contributions and over 70% of the employee family contribution for one of these options



Retirement



- Company Match 401K up to 4%
- Roth and Traditional options available

Holidays



- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day
- Floating Holiday (your choice)
- Two Additional Floating Days each year at Christmas time

Your Time



- Vacation
- Sick
- Vacation Purchase Program
- Flexible Work Schedule
- NYS Paid Family Leave
- Accruals begin upon hire, no waiting period
- Military Leave (USERRA)
- Bereavement, Jury Duty

Compensation & Wellness



- Competitive Wages
- Merit Increases
- Employee Referral Award
- Professional Membership Reimbursement
- Voluntary Supplemental Life and Health Insurance
- Health Club / Wellness Benefit
- Buying Club Reimbursement
- Paid Long and Short-Term Disability
- Paid Company Apparel

Community



- Company Sponsored Events
- Local Job and Career Fair Participation
- Annual Local Scholarship Sponsor
- Salvation Army Angel Tree Program
- Local Food Pantry Food Drives

Professional Development



- Career Path and Progression
- Annual Performance Reviews
- Paid In House Training / Technical Sessions
- Paid Professional Membership
- Paid Business Travel (as warranted)



Who We Are



We are D & R Technical Solutions, a company with a track record of innovation, collaboration, and outstanding customer service. Since our founding in 1990, we have prided ourselves on offering our employees an environment where they can do meaningful work, play an active role in the creation of our products, and be rewarded with an outstanding benefits package. We believe that our employees are our best asset.

Interested? We seek self-motivated, quality conscious individuals with excellent communication skills that can excel in a remote environment. Like working from home? Like working with passionate, positive-minded people who like to have fun while producing top-notch products? Like the ability to talk directly with the owners and know that you're being heard? Valued? Appreciated?

What We Do



D & R specializes in the area of Product Support, which means we assist companies in the development and fielding of their products, and help ensure those products are supportable by their customers after the sale is complete and the equipment is operational.

We do this for commercial and defense industries, for products large (railcars, vehicles, aircraft), medium (communications systems, battlefield command centers, airport runway lighting systems), and small (radar systems, fuel pumps, batteries). Product support is a niche but very diverse field, with many different elements and specialty areas.

We specialize in four of those areas:

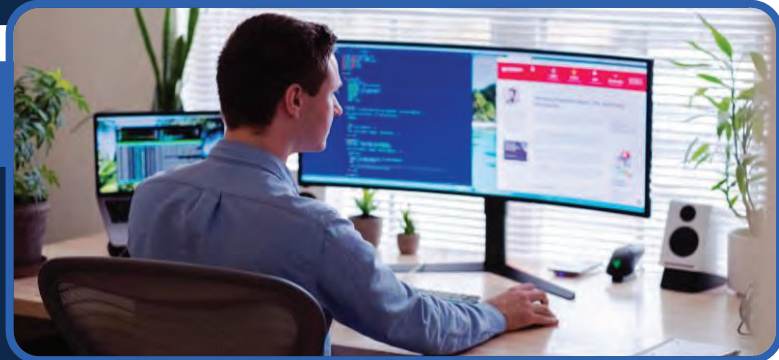
- Technical Manual Development
- Training Material Development
- Product Support Analysis
- 3D Animations and Simulations



In short, we love where we live, who we work with, and what we do. We're always looking for like-minded people with a passion for excellence and an inner drive to achieve.

How We Do It

D & R operates in a hybrid environment; our staff works from home 90% of the time. We operate from a single location, a professional workplace with offices, conference rooms and fully equipped work stations available for visiting staff. Work from home does not mean isolation. Our employees are equipped with state-of-the-art laptops, monitors and other equipment needed for communication and collaboration. Our internal communication tools keep everyone connected



for both work and fun. Most of the office visits by our employees are at their choosing, an occasional day at the office for a project meeting or a simple desired change of scenery.



Technical Solutions

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