




SUMMARY OF BENEFITS




Financial Compensation

- Competitive salary
- Annual bonus, traditionally 8-12% of salary
- Eligible to participate in 401(k) and Profit Sharing Plan after 6 months
 - Up to 4% match in 401(k)
 - Annual discretionary profit sharing contribution
- Cell phone reimbursement stipend
- Group term life insurance
- Disability insurance – short and long term

 Cell Phone Reimbursement
 Profit Sharing
 401k with Company Match


Time On/Off the Job

- 20 paid days off in each full calendar year (prorated in first year)
- 5 additional paid days off awarded after both 5 and 10 years of service
- 14 company holidays including:
 - 2 floating holidays
 - Holiday break closure between Dec 26 – Dec 30
- Hybrid and remote working models available, changeable quarterly
- Work from anywhere benefit
- Flexible hours daily
- Weekend head start with 2:30pm close on Fridays
- Company provided laptop, monitor and software

 Generous PTO & Company Holidays
 Weekend Jumpstart Hours
 Flexible Scheduling

Health and Wellness:

- One hundred percent paid health benefits, including medical, dental, vision and prescription with optional buy up plans including telemedicine
- Employee assistance program (EAP) counseling services provided at no cost
- PTO bank includes allotment of unscheduled days that can be used without notice for physical or mental health needs
- Paid parental leave
- FMLA

 Paid Parental Leave
 100% Paid Benefits

Culture and Values:

- Focused on agency core values of Heart, Hunger, Curiosity and Excellence with annual celebrations of each
- Employee recognition ongoing and through annual awards ceremony
- Professional development stipend for individuals
- Ongoing agency professional development programming and training
- Formal mentorship program and open door policy
- Vault Birthday Bonus contribution to charity of your choice
- Committed to diversity, equity and inclusion, including agency's signature LEAP program
- Catered in-office lunch every Wednesday

 Professional Development Budget
 Mentorship Program