

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

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
- After 1 year of employment, hybrid and remote working models available, changeable quarterly
- Flexible hours daily
- Weekend head start with 2:30pm close on Fridays
- Company provided laptop, monitor and software

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 days that can be used without notice for physical or mental health needs
- Paid parental leave
- FMLA

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
- Ongoing agency professional development programming and training
- Small group mentorship collectives that meet monthly
- 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




Cell Phone Reimbursement




Profit Sharing




401k with Company Match



Generous PTO & Company Holidays




Weekend Jumpstart Hours



Flexible Scheduling



Paid Parental Leave



100% Paid Benefits



Continuous Professional Development Courses



Mentorship Program