

# BENEFITS 2022

**PARTNER.  
DISCOVER.  
TRANSFORM.**

## PAID TIME OFF (PTO)



We recognize the importance of time off from work to relax and recharge, so our PTO plan provides a generous amount of time off for full-time employees to use however they choose - sick, vacation, personal, etc. Part-time employees whose regular schedule is 30–39 hours/week are provided pro-rated time off.

The company is closed in observance of 7 holidays. Employees who choose to work on those holidays may take another holiday in place of, or use PTO to take off additional holidays.

## FLEXIBILITY



We believe that employees with a work-life balance find more fulfillment in their work and will be more effective in delivering value for our clients. Employees have flexibility on where and when they work through our Workplace Flexibility program.

## HEALTH



We care about the well-being of our staff and their families. The company pays the majority of the individual premium for selected plans and makes a generous contribution to the family plan premiums. In addition, the company makes a generous contribution to Health Savings Accounts (\$1440/individual or \$1800 annually—accrued each pay period) that work with our health plans (HDHP).

- The company also contributes to supplemental Cancer and ICU income plans.
- Employee Assistance Program

## PARENTAL LEAVE



We believe working parents who are supported in bonding with their children find more fulfillment in both their personal and professional lives. Our four-week paid leave program enables employees to care for and bond with their newborns or newly adopted children and runs in coordination with FMLA and short-term disability.

## OTHER BENEFITS



- Dental and Vision insurance\*
- Flexible Spending Accounts for Dependent Care, Medical FSA (for non-HSA participants), Limited Medical FSA (for HSA participants)\*
- Company paid Life Insurance, Short Term and Long Term Disability
- 401K Plan and Company Match
- Supplemental Life Insurance\*
- Long Term Care\*
- Supplemental Income plans for Cancer, ICU, Specified Event, Hospital, etc.\*
- Direct Deposit
- Professional Development
- Employee Assistance Program
- Credential Compensation Program
- Service Awards, and MORE!



*\*Optional benefits payable by the employee*

YEARS OF  
RELEVANT  
EXPERIENCE

PTO DAYS

0-10

20

11+

25

**+7 PAID HOLIDAYS**

*Together we  
discover, inspire,  
and shape ideas  
that transform  
our world.*

*We begin with partnership.  
Great ideas come from  
collaboration.*

*Our approach crosses  
disciplines to inspire  
innovation.*

*Our process advances  
communities through  
discovery and design.*

*We believe ideas have  
the power to transform.*



CLARK NEXSEN