

BENEFITS 2018

**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 100% 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 (\$2,000.16 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

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	DAYS OFF
0–5	20
6–10	25
11+	30

*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