

# ASPIRE HOME OFFICE BENEFITS



## Our Workplace

- **Flexible** Work Environment
- Monthly **Gatherings** and Festive **Events** for Teammates
- Cross Team **Collaboration**
- Clearly Defined **Career Pathways**
- Motivated and dedicated coworkers

## Our Total Comp Package

*When compared to national employers, we are in the top 90th%ile for employer contributions to benefit plans - low out of pocket costs for teammates.*

- **Paid Time Off Package** 12 days of personal time off (PTO) to take at your leisure plus an additional 25 designated paid days off (with no email communication). In addition teammates receive 12 days of sick time. (A total of 50 days!)
- **Competitive Salaries** benchmarked against like-minded organizations
- **100% Employer Paid Healthcare Options** as well as up to 90% of dependent coverage paid by Employer
- **Participation in State Pension Plans** in California and in Tennessee
- **Tuition Reimbursement** that will pay for ongoing coursework as well as coursework completed in the last three years
- **Pay for Performance** bonus incentive, up to 5% of your annual salary on a yearly basis

## Also see

- Home Office Career Ladder designed to clearly define professional growth opportunities
- Employee Value Proposition (EVP) Documents
- Paid time off calendar