

# Total Rewards Package



At Ripple Effect, our promise to our employees is that they will have opportunities to explore and grow, make lasting changes, and work with truly exceptional people in a progressive and engaging work environment. We believe that a fulfilling work experience is much more than the salary you earn—it's a multitude of incentives that work for you and your lifestyle. That's why we offer a tailored total rewards package, from personalized benefit structures to a variety of work statuses and compensation options: to give you choice and flexibility.



# Total Rewards Package

## A Closer Look



**Compensation:** We offer competitive salaries to our employees and incentivize great performance through bonuses. We offer a variety of leave options, including PTO and parental leave to help balance the demands of work-life with home-life. Our internal recognition platforms celebrate staff through peer-to-peer micro-bonuses, kudos from management, and annual awards to create company-wide awareness and engagement.



**Benefits:** We offer a range of medical plans, as well as dental and vision packages, technology allowances, and employer-match HSA contributions. We offer a company-sponsored 401(k) retirement plan with 1:1 matching up to 4% annually and no vesting requirement.



**Development:** We embrace 'lifelong learning' as a core value at Ripple Effect, and our managers engage in regular coaching and feedback cycles with employees to define goals, develop leadership skills, and measure progress. We offer a suite of professional development courses through eLearning, live trainings, and reimburse certification, and training programs that match career paths.



**Personalization:** We hire individuals to work in a variety of statuses, from full-time to part-time to on-call, and we provide maximum flexibility for work hours so employees can work when they're most productive - during the day and during the month. For employees who do not need medical coverage, we offer a semi-monthly fringe benefit. End-of-year bonuses can be redeemed in cash, PTO, or 401(k) contributions, and holiday leave can be rolled over and applied at later dates within the year. Career paths are measurable and customizable, to give employees control over their journey and passions.



**Well-Being:** We believe in 'dynamic equilibrium' at Ripple Effect, our approach to helping you create a harmonious work-life design. To support staff wellness, we have an Employee Assistance Program, providing free assistance with legal advice, mental health resources, and more. Our office and client site locations are accessible and safe, and outside of work – our teams regularly host social events and volunteer their time and resources to community initiatives.



**Work Environment:** Our work environment is progressive, from our inclusive policies that promote transparency and effective communication to our cloud-based systems that facilitate frequent and efficient collaboration. We equip our office with ergonomic furniture and embrace a paperless, sustainable 'green' mentality. We work in an objective-focused environment to help achieve successful results and positive outcomes, while allowing staff the space to learn through applied experience.