



Benefits & Culture Summary

LIFT is dedicated to providing an enriching employee experience and aims to have an engaging culture with competitive benefits for our team members.

Benefits – LIFT provides the following benefits for its full-time staff:

- LIFT covers 100% health insurance premium for employees; 75% for partners & dependents
 - Medical – United Healthcare Choice Plus Platinum
 - Dental – Unum Dental
 - Vision – Unum EyeMed
- **403b Retirement – TIAA**
 - Immediate eligibility to participate
 - 100% match up to 5% after 1 year, immediate vesting
- **Paid Time Off**
 - 4 weeks of PTO in your 1st year; 5 weeks of PTO in your 2nd-4th year; 6 weeks of PTO starting your 5th year
 - 1 personal day
 - 13 holidays (all Federal, Cesar Chavez Day, and the day after Thanksgiving)
 - One week summer break at the end of the fiscal year (normally the first week of July)
 - One week winter break starting with Christmas Eve through New Year's Day
 - Paid Parental Leave – 12 weeks
 - Bereavement & Miscarriage Leave
- **Employee Assistance Program – Unum**
 - Confidential, free short-term counseling service
- **Short- and Long-term Disability – Unum**
 - Paid at 66.67% of salary
- **Life Insurance – Unum**
 - 1x your salary with option to buy more for yourself, spouse, and dependents
- **Flexible Spending Accounts - PrimePay**
 - Pre-tax savings for Health Care, Dependent Care, and Transportation
- **Cell Phone Reimbursement**
 - \$55/month

Culture

We are proud to have a culture that attracts talented mission-driven people, and our goal is to provide a culture that ensures our LIFTers feel fulfilled at work. Here are some of the ways in which we make that happen:

- **Race, Equity, and Inclusion (REI) Committee**
 - Dedicated to supporting our organizational priority to put race, equity, and inclusion at the center of our team and structures.
- **Culture Committee**

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- Focused on fostering social connection throughout the organization including an annual All Staff retreat/summit, monthly All Staff calls and fun events throughout the year.
- **Member Voice Committee**
 - Committed to elevating members' voices in areas in which they have experience and expertise and encourages parent-members to participate in research projects, advocacy campaigns, and media appearances.
- **Orientation Buddy**
 - When you first start at LIFT, you get buddy who you can go to for questions as you are acclimating to LIFT. Buddies will often talk about what they love about our culture, what advice they have for a new LIFTer and what LIFT value stands out to them.
- **Your Engagement Matters to Us**
 - We are committed to regularly checking in with employees to inquire how they are experiencing the company's culture and providing a culture that has a high level of employee engagement. We do this in two ways: 1) in quarterly check-in discussions and 2) by regularly running employee engagement surveys.
- **Professional Growth**
 - Our bi-annual check-ins ensure managers and individuals have dedicated time to discuss career goals and progression. We also encourage more regular check-ins throughout the year and LIFTers can use our various resources including our Career Pathways Guide, Manager/Direct Report Check-in Template, and our "Glow and Grow" feedback to make the most of their meetings.
- **Recognition**
 - **LIFT Ups** – A LIFT Up is like a shout out, a chance to say something nice or share accolades about someone on the team, and we use them throughout our communication at LIFT.
 - **LIFT Wins** – We are proud of what our LIFTers do and use LIFT Wins to share major updates such as securing new funding or when a member of the program team has been a featured speaker on a panel discussing anti-poverty work.
 - **LIFTie Awards** – Each year during LIFT Summit, LIFT employees honor five individuals, one person who lives out each of LIFT's five values:
 - We let **brilliance** shine
 - We root change in **learning**
 - We build deep **relationships**
 - We strive for **social justice**
 - We create **thriving environments**

Beyond our mission to break the cycle of poverty, we hope that as you consider joining LIFT, you get a sense of all we offer to our LIFTers and will love our culture the way we do.