

As an employee at BRITE, you are entitled to a 401(k) plan, bereavement leave, continuing education and tuition assistance, dental insurance, health insurance, paid holidays, military leave, paid time off, leaves of absence, unemployment compensation, vision care, workers' compensation, any work equipment necessary for your responsibilities and all workers' rights as defined by Ohio and federal law that are defined in BRITE's handbook.

We annually review salaries across the organization and adjust compensation based on performance and market factors. We fully support promotion, growth, and learning opportunities of employees. In addition to facilitating learning with your supervisor, we provide a \$500 professional development stipend and access to on-the-job training, workshops, and engagement with professional development and networking groups.

We offer a 401k match of four percent (4%) in our sponsored program, upon completing five hundred hours of work.

We offer self-managed personal time off. We trust staff to take the time they need outside of work so that they are fully present when moving our mission forward. We also observe New Year's Eve, New Year's Day, Christmas Eve, Christmas Day, Juneteenth, Memorial Day, Fourth of July, Veterans Day, Thanksgiving, and the Friday after Thanksgiving.

We offer health coverage through an individualized organization plan that provides up to \$750 a month in subsidy to an individual, \$1,500 a month for a couple and \$2,250 for a family.

We provide a monthly \$100 stipend to your pay to compensate for cell phone usage. We encourage the use of a suggested phone app for setting a work/life balance.

This summary covers current employee benefits at BRITE. Benefits are subject to change.