

# Benefits

As a 100% employee-owned company ranking in the top 1% of all B Corps worldwide, we offer competitive salaries, world-class benefits and many progressive and unique perks.

## + HEALTH

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- Options to choose between a traditional Preferred Provider Organization (PPO) or high-deductible plan – these plans rank in the top 1% of healthcare plans in the U.S in terms of coverage and cost for employees
- Dental Insurance
- Vision Insurance
- Access to 24/7 Telehealth providers, including mental health providers
- Up to 16-weeks paid parental leave for welcoming of a new child, for any parent
- Infertility Assistance Policy

## ⚡ WELLNESS

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- \$500 annual wellness reimbursement – for things such as gym memberships, personal trainer fees, mindful/meditation apps, race/league fees
- \$100 reimbursement for wearable fitness device of your choice
- Fully subsidized healthy snacks and fresh fruit available daily in our offices
- Infant-at-Work Policy, allowing parents to bring their new baby to work with them until 7 months of age
- Sabbatical Leave Policy with option to take 8 weeks paid time off after 10 consecutive years of service
- Flexible PTO Policy
- Flexible Work Week Policy allowing team members to request the work week that best fits their needs
- Birthday & Global Prairie Anniversary gifts

## 🏠 PHILANTHROPY, COMMUNITY & SOCIAL

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- Up to 117 hours (2.5 weeks) of paid volunteer time annually
- Opportunity to have a Donor Advised Fund established in your name
- Global Prairie-sponsored philanthropic/civic events for organizations/causes our team members are passionate about

## 💰 FINANCIAL

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- Retirement benefits
  - ESOP – as part of a 100% employee-owned company, all full-time team members receive an annual allocation of shares in the Global Prairie employee stock ownership plan (ESOP) at no cost. These shares vest over a 6-year period.
  - 401(k) with company matching up to 4%
- Referral bonus opportunities
- Annual performance bonus opportunities
- Adoption Assistance Policy
- Free parking at all Global Prairie office locations
- \$70 monthly cell phone stipend