



# NLP Benefits

For more information, email us at [info@newslit.org](mailto:info@newslit.org) or visit us at [newslit.org](http://newslit.org).

## Salaries

NLP offers competitive salaries based on position and experience.

## Raises and Bonuses

Every team member is eligible for annual performance-based raises and bonuses.

## 401(k) Plan

After 90 days of employment, each team member is eligible to participate in our 401(k) plan, which offers an employer match of up to 4%.

## Health Insurance & HSA Accounts

Team members have a choice of health insurance plans for themselves and their families, including medical, drug, dental and vision coverage. NLP pays 80% of the premium cost. In addition, NLP annually funds personal health savings accounts (HSAs) — currently at \$1,500 for individuals and \$3,000 for families — and provides flexible savings accounts (FSAs) on request and based on eligibility.

## Professional Development

Every team member has access to a personal professional development allowance of \$1,000 per year for pre-approved, job-related professional development.

## Personal Wellbeing

In addition to a generous time off policy, each staff member is supported in their pursuit of wellbeing with an allowance of \$500 per year to spend on approved wellness items and services.

## Flexible Virtual Work Environment

NLP offers a flexible virtual working environment for all team members and provides a monthly stipend to cover work-from-home costs.

## Paid Time Off

NLP offers a generous paid time off, which includes:

- **1-3 YEARS:** 12 vacation days per year (accrued 4 hours per pay period).
- **4-5 YEARS:** 15 vacation days per year (accrued 5 hours per pay period).
- **6+ YEARS:** 20 vacation days per year (accrued 6.67 hours per pay period)
- **Sick Days:** 10 per year for full-time employees, 6 for part-time employees.

Vacation days (up to a maximum of 200/240 hours, depending on length of employment) and sick days are eligible for carryover to the following year.

Paid time off also includes the following, which are “use or lose” and cannot be carried over:

- **15 holidays:** (10 federal + 5 extra)
- **4 quarterly comp days**
- **5 additional days:** (last week of the calendar year)

In addition, NLP offers eligible team members the following options:

- A vacation buyout policy.
- Comp days for required weekend work or travel.
- A generous parental leave policy.

