



# NLP Benefits

## FY2025

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 \$1,600 for individuals and \$3,200 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 \$750 per year to spend on approved wellness items and services. This stipend may be allocated in whole or part to augment the professional development allowance.

### Flexible Virtual Work Environment

NLP offers a flexible virtual working environment for all team members and provides a monthly stipend of \$210 to cover work-from-home costs.

### Leave Policies

- **Unlimited Paid Time Off (PTO)** – NLP offers unlimited leave to all salaried employees. There is no pre-set amount of PTO that can be taken, eligible employees do not accrue PTO, and PTO is not additional compensation for performed, but rather an extension of our commitment to providing schedule flexibility to employees. PTO-eligible employees can decide when and how much time to take off — subject to organizational needs and with appropriate manager approval.
- **Sick Leave** - There is no pre-set amount of sick leave that can be taken, eligible employees do not accrue sick leave, and sick leave is not additional compensation for work performed, but rather an extension of our commitment to providing flexibility to employees. Sick leave should be taken to care for the employee's self or family members.
- **Paid holidays** – NLP offers a total of 17 paid holidays annually including 11 Federal holidays and 6 additional days.

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

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

