



Read Better Be Better® Employee Benefits

Our Values are **Be Excellent** and **Be Kind**, and we are happy to have a positive work environment that supports our mission and our commitment to a diverse and inclusive culture. If you have any questions, please contact HR at hr@readbetterbebetter.org. **These are some of the benefits we offer to members of the RBBB team...**



Medical Insurance & HSA

RBBB offers various medical insurance plans for eligible employees to choose from. Our carrier is Blue Cross Blue Shield. There is a 30-day waiting period. RBBB also contributes to the cost of Health Savings Accounts of employees enrolled in HSA-qualified plans.



Vision & Dental Plans

RBBB offers these plans to all eligible employees. Our carrier is Principal for dental and vision plans.



Short-Term Disability Insurance

This coverage provides eligible employees with protection against income loss as a result of illness or injury. The insurance provider is Principal.



Paid Holidays

Annually, RBBB observes New Year's Day, Martin Luther King Jr.'s Birthday, Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day (and the Friday), and Christmas Day.



Life & Accident Insurance

RBBB offers accident insurance that covers unlikely events, as well as an employer-sponsored Life policy of \$20,000. These plans are offered through Principal.



Generous PTO Policy & Flextime

Our progressive time off policy gives employees opportunities to work or take time off as they see fit. Flexibility in work schedules supports work-life balance for our team members.



Summer & Winter Breaks

We have a one-week break in the summer and a one-week break in the winter.



Employee Recognition

Ask us about our Dr. Dave Awards. These are peer-given award certificates for being Excellent and being Kind! Shoutouts on Slack!



Casual Dress Code

We have a casual dress code in the main office. Yes, jeans are okay!



Professional Development

We have a strong, extensive Professional and Career Development program, including quarterly team PD sessions from external professionals and educators and opportunities for individual learning.



Flash Mentorship Program

Be a mentor, mentee, or both. All RBBB team members can (optional!) join. These are 1:1, one-time, one-hour mentorship sessions.



Job Referral Program

If you refer a candidate to us and they get hired, you will get a \$50 restaurant gift card.



Free Swag

...bookmarks, lanyard, coffee mug, polos, a hoodie, and more!

**benefits may vary by position*