



Read Better Be Better.®

Benefits Summary for Full-Time Roles

At Read Better Be Better, our values are simple: **Be Excellent. Be Kind.**

We're proud to offer a welcoming, mission-driven workplace where team members are supported, included, and empowered to do their best work. These are just some of the benefits available to full-time employees—designed to support your well-being, your growth, and the positive impact you make every day.

What We Offer



Medical Insurance

We offer several medical plan options through Banner | Aetna—including plans that qualify for a Health Savings Account (HSA).



Additional Insurance Coverage

Optional dental, vision, and accident coverage is available to all eligible employees. We also provide employer-covered life insurance and short-term disability to help protect you and your loved ones during challenging times.



Leaves & Wellness Support

We provide paid sick time that begins accruing immediately upon hire. For qualifying life events, we offer generous paid leaves, including parental, family, and military leave. Our Employee Assistance Program (EAP) offers free, confidential help with personal, legal, or financial challenges.



Supportive In-Office Culture

We foster a collaborative, high-performing, and kind workplace where people care about each other and the mission. You'll have your own desk in a shared space, enjoy casual dress, connect through community events, and highlight kindness and excellence through our peer-nominated Dr. Dave Awards.

We provide t-shirts with our logo, reimburse mileage for work-related travel, cover the cost of your IVP Fingerprint Clearance Card, and offer gift cards to thank you for successful job referrals.



Professional Development & Mentorship

We support your continued growth through mentorship opportunities, collaborative learning, and paid professional development.



Flexible Time Off

Our Flexible Time Off policy is one of our most appreciated benefits. It gives you the opportunity to take time away for rest, travel, or personal time—whatever helps you recharge. There's no accrual, lump sum, or set maximum—just a shared responsibility to plan ahead and communicate clearly.



Workplace Flexibility

We offer flexibility where we can—supporting you to set a work schedule that fits your needs and manage your time in a way that meets your responsibilities and supports how you work best. Many employees choose to work from home on Fridays, while staying connected and accountable to their teams.



Paid Holidays & Seasonal Breaks

We observe 12 holidays each year. The office also closes for winter break (the week between Christmas and New Year's Day) and select Fridays in the summer. Eligible employees receive paid time off during these closures.

Note: Benefits may vary by position and eligibility.