



What We Offer - Our Culture & Benefits	2022
--	-------------

Corner Alliance is a dynamic, growing consulting firm, dedicated to providing an enriching employee experience and we are always excited for talent to join us. We aim to have an engaging culture and competitive benefits for our team members, and will continue to evaluate these offerings as we grow and evolve.

Deliver.
Grow.
Thrive.

Table of Contents

Our Culture	2
Deliver.	
Grow.	
Thrive.	
Our Benefits	5

Our Culture

We believe an organization's culture can matter so much - in how someone is engaged in their work, how they learn and grow, how they contribute and feel like they are doing something meaningful. That's why Corner Alliance emphasizes creating a culture and initiatives around our commitments:

Deliver.

- **I commit** to excellent delivery to my clients, colleagues, and company.
- **The Company** commits to providing the tools, development and support that will help you be an amazing duck.
- **This means** I use the Corner Alliance Way methodology and apply the client commitments: I have their back everyday, push them with new ideas, and start every solution with data and their stakeholders.

Grow.

- **I commit** to having a personal stake in the company's growth.
- **The Company** commits to providing you with opportunities to contribute to business development and corporate scalability.
- **This means** I help win work by identifying opportunities and making meaningful contributions to business development and/or identify opportunities to enhance corporate scalability.

Thrive.

- **I commit** to my professional development and to making a positive impact on Corner Alliance.
- **The Company** commits to supporting your professional growth and creating a vibrant, challenging and fun environment to help you achieve your professional goals.
- **This means** I build my professional skills, share my knowledge, advocate for myself and others, provide regular feedback, and celebrate achievements.

Here's how we support our commitments:

PROFESSIONAL DEVELOPMENT

Corner Alliance encourages its team members to continually learn, grow and develop. Within your first 90 days, you will discover your 'why' and your mission - and we will support you in accomplishing it. Some people have chosen a mission oriented toward doing meaningful client work, for others it's about mentoring their team and for some it's gaining new skills. Whatever yours is, we're in it with you. We provide regular check-ins which includes professional development goal setting and accountability toward making sure you are working on things that will lead to accomplishing your mission and/or feeling fulfilled by it.

We encourage employees and their performance managers to discuss the best ways for

them to learn which can be through our learning Slack channel, our monthly All Hands Learning Moments, knowledge sharing groups, books (our CEO will often reference books he's reading and encourage us to read it as well and get reimbursed for it), our formal Corner Alliance Way training that takes place throughout the year, or on-the-job training, external trainings / seminars / workshops and certification opportunities.

COMMUNICATION, SOCIAL EVENTS & TEAM BUILDING

We strive to keep our team members informed on what is happening in our company and want to make sure that no matter whether you work in our office, onsite at a client or remotely, that you feel our culture and are in the know. We provide a variety of ways to communicate including Slack, weekly email newsletter from the CEO, monthly All Hands video calls with updates on corporate goals, initiatives, projects and time for shared learning through our Learning Moment. We love the way we interact throughout the year and our most favorite time of year is when we get together for our Annual All Hands Meeting. When safe to do so, we fly everyone into DC for a day (or via Zoom more recently) to share more detail on the company strategy, an opportunity for in person team building and a fun social event out!

EMPLOYEE ENGAGEMENT

Surveys

Corner Alliance surveys its employees semi-annually to get a pulse on employee engagement, and works to increase engagement based on the feedback (some initiatives have included a wellness Slack channel, creating communities of practice and providing more clarity with our Career Model to guide promotion discussions).

Community Team

We also have a Community Team that plans social events, volunteer activities and health/wellness initiatives. To keep our connections strong while working remotely during the pandemic, we have instituted Zooming into the Weekend events and Spirit Fridays, and kept up with our giphy Wednesdays. We've also initiated regular Coffee (Brew) Breaks and NetWORKing Lunches, among other events.

COMMITMENT TO DIVERSITY, INCLUSION, BELONGING and EQUITY

We believe it is important to have a diverse company that reflects the world around us, and we know that having a variety of perspectives is not just good for us - it allows us to deliver more effectively to our clients and their stakeholders.

Our People Team is focused on diversity hiring to make the company more representative of the community and country in which we live, and ensuring that equitable practices are in place for our employees. Our Diversity, Inclusion, Belonging, and Equity Team works with our leaders to make inclusion a priority across the organization and helps to implement best practices and unique approaches to making sure each employee feels a sense of belonging so that by bringing their authentic selves to work, they can thrive.

For more, read our [Diversity, Inclusion, Belonging and Equity Vision Statement](#).

RECOGNITION & REWARDS

We love recognizing our people for great work! We have a dedicated Slack channel and give others kudos during our monthly All Hands video calls. We have several other ways we celebrate others: we have awards for when employees work on projects that provide overarching company impact, we offer spot bonuses for above and beyond work at any time, we give employee referral bonuses because we believe some of our best hires come from our employees, we have a Career Model and opportunities for promotion semi-annually, and we have our annual bonus program based on your living out the company's commitments and based on the company's performance during that review period.

Our Benefits

HEALTH BENEFITS

The Corner Alliance health benefits calendar year runs from Oct 1-Sept 30 of each year. All full and part-time employees who regularly work a minimum of 30 hours per week are eligible for health benefits to include medical, prescription, dental, and vision coverage. Eligibility begins on the first day of the month following your start date.

- Medical plan coverage by Carefirst Bluechoice with the option between two Silver High-Deductible Health Plan (HDHP)/Health Savings Account plans or a Gold (non-HDHP/HSA) traditional plan
- Dental and Vision coverage is through MetLife

Medical Premiums

For the two Carefirst Bluechoice Silver High-Deductible Health Plan (HDHP)/Health Savings Account (HSA) plans, Corner Alliance covers up to 80% of the monthly premium for the employee and up to 20% of the premium for family coverage. Corner Alliance covers 50% of the annual medical deductible for the individual and family coverage for these two plans.

The CareFirst Bluechoice Gold plan has a lower deductible and a higher premium. This plan does not include an HSA and Corner Alliance does not contribute toward the deductible.

PAID TIME OFF & HOLIDAYS

Corner Alliance provides paid time off (PTO) to full-time and part-time employees who regularly work a minimum of 30 hours per week. PTO is intended to cover sick time and vacation days. PTO is accrued on a per-pay-period basis as follows:

- 15 days PTO first 2 years (120 hours; accruing 5 per pay period)
- 20 days PTO at year 3 (160 hours; accruing 6.67 hours per pay period)
- 25 days PTO at year 5 (200 hours; accruing 8.33 hours per pay period)

Holidays

Corner Alliance offers 11 paid holidays for full-time and eligible part-time employees who regularly work a minimum of 30 hours per week. Corner Alliance will be closed for 9 paid holidays and in addition, employees get a paid day off for their birthday and two floating holidays (may be adjusted based on start date).

Birthday Day Off

Employees can take their birthday day off each year on their actual birthday or within the month of their birthday. If you choose to take your actual day off, we can't promise you that we still won't send you birthday messages!

Paid Parental Leave

Corner Alliance offers 4 weeks of paid parental leave for full-time and part-time employees who regularly work a minimum of 30 hours per week who have been with the company for

over a year.

Bereavement Leave

In the unfortunate instance when a loved one passes away, Corner Alliance offers up to one week of bereavement leave for full-time and part-time employees who regularly work a minimum of 30 hours per week.

RETIREMENT PLAN

All permanent employees are eligible to participate in the Corner Alliance 401(k) plan through Employee Fiduciary. Eligibility begins on the first day of the month following 90 days of service. Corner Alliance, Inc. will match up to 4% of your deferred compensation that employees can put into a traditional pre-tax account and/or a Roth (post-tax) account. Employees are 100% immediately vested in the 401(k) plan.

FITNESS REIMBURSEMENT

Corner Alliance will reimburse up to \$50 per month for fitness activities for full-time and part-time employees who regularly work a minimum of 30 hours per week.

PHONE POLICY

All full-time Corner Alliance employees will have a smartphone. Corner Alliance will reimburse employees up to \$60 per month for their personal cell phone bill. Alternatively permanent employees can choose to have a company-paid cell phone on our company T-Mobile plan paid for monthly by Corner Alliance.

FLEXIBLE SPENDING ACCOUNT (FSA)

All full-time and part-time employees who regularly work a minimum of 30 hours per week are eligible for the FSA benefits. FSAs allow pre-tax benefits for out of pocket medical expenses, dependent care expenses, transportation, and qualified parking expenses (Federal limits apply).

DISABILITY

We offer group short and long-term disability coverage for the individual employee at 60% of the employee's weekly compensation for all full-time and part-time employees who regularly work a minimum of 30 hours per week.

LIFE INSURANCE

Corner Alliance will provide a life insurance policy of 1x/salary up to \$250,000 per employee, and \$10,000 per spouse and child. This is offered to full-time and part-time employees who regularly work a minimum of 30 hours per week.

EMPLOYEE ASSISTANCE PROGRAM

We offer a resource that has a variety of services to promote well-being and to help employees enhance their quality of life at every stage of life. The program offers counseling, family support, legal assistance, fitness, mental health, and work-related help.