

HGA

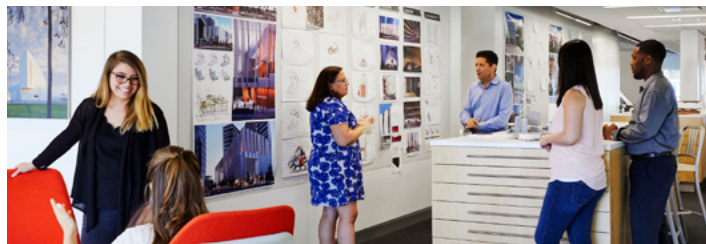
MORE THAN A PLACE TO WORK. A PLACE TO THRIVE.

Great benefits help HGA attract and retain top talent. Our comprehensive benefits package demonstrates our commitment to equity and our increased priority on employee wellbeing.



YOUR CAREER

- Structured new hire onboarding and training
- Ongoing career and professional development support (conferences, continuing education, professional membership dues, etc.)
- Professional licensure and certification support (free study materials, exam reimbursement, paid time off for tests)
- Knowledge-sharing and learning opportunities (HGA University, 3i forums, Pop-Up Research)
- Path to shareholder status



YOUR WORKDAY

- A culture that embraces innovation, collaboration, and flexibility
- Hybrid and in-person work schedules
- Equity, Sustainability, and Community Action councils, events, and activities
- Employee events (seminars, picnics, etc.)
- Cell phone and home office tech stipends
- Commuter benefits
- Micro-grant program



YOUR WELLBEING

- 9 paid company holidays
- 3+ weeks paid time off
- Flexible Fridays
- Short-term disability 70% paid (starts first month)
- 4-weeks paid parental leave, plus fertility and adoption assistance
- FREE mental and behavioral health programs
- Benefits celebrating and supporting gender and racial equity



YOUR FINANCIAL SECURITY

- Competitive salaries
- 3% automatic 401(k) contribution from HGA (fully-vested!)
- Employer-sponsored HSA; access to FSAs
- EVERY employee is bonus eligible
- HGA pays \$7,400+ to employee medical premiums (\$22,000+ for family coverage)
- Dedicated benefits team

Learn more about our culture, our values, and what makes HGA a great place to work at [HGA.com/careers](https://www.hga.com/careers).