



## Benefits We Provide To Our Employees

Medical, Dental, Vision Insurance – employee’s premium paid 100%

Flexible Holiday, Vacation, Discretionary paid time off

401k with match and Profit Sharing with match

Extensive Life Insurance includes 3x Salary benefit, spousal and dependent benefits paid by GGLO at 100%

Long Term and Short Term Disability Insurance

Certification reimbursements for successful passage of exams:

ARE, LARE, NCIDQ, LEED, ILFI

Annual Licensure for licensed professionals: NCARB, CLARB, NCIDQ, CUD

Professional Memberships paid annually for licensed/certified professionals:

AIA, ASLA, IIDA, USGBC, ILFI, and more

Annual bonus opportunity

Flexible working environment, including schedule and home office hybrid

Transportation subsidies including ORCA card and parking subsidies

Fitness discounts

Complementary Care discounts

ClassPass on-demand, Livestream, and in-person fitness classes

Comprehensive Wellness Plan and Coaching, lunchtime yoga, mental health support, financial planning, and other programs aimed to support our employees holistically

Cell phone reimbursement

Health Savings Account (HSA) with employer contribution\*

Flexible Spending Account (FSA)\*

Remote office furniture reimbursement\*

AFLAC voluntary insurance includes accidental, major illness and other coverages\*

Pet Insurance\*

Identity theft protection, Lifelock\*

TravelConnect Travelers Insurance\*

*\*Specific benefits may vary with plan.*

## ADDITIONAL PERKS:

- Seattle office located in the heart of Downtown near Pike Place Market and the Waterfront
- Los Angeles office located near the Marina del Rey Harbor
- Boise office located in a collaborative, shared workspace
- Flexible work environment
- Formal and informal mentorship
- On-site fitness facilities, sauna, spa, pool, sports court with showers and lockers, and meditation room
- Lunch n’ Learns for C.E. Credits
- LinkedIn Learning
- Emerging Professionals Group
- Professional development support
- Thursday Design Crits
- Company Happy Hours
- Company bicycles for employee use
- Various events, gatherings, and celebrations to bring staff together
- Bicycle storage room
- Pet-friendly offices
- Volunteer opportunities
- Firm Giving Program
- Many ways to connect with other GGLO’ers through sports teams, events, committees, project work, collaboration opportunities, trips, industry functions, high school mentorship programs, and others