



## Company Perks and Highlights

*Our goal is to be the best place to work, while helping those in need.*

**Mission:** We make life easier through innovation and technology

**Goal:** Earn the right to be recommended.

## Company Culture

**Core Values:** Our values form the North Star of how we approach our work. They include Honesty and Integrity, Excellence, Customer Focus, Professionalism, Passion and Charity. They give clarity to our goals and interactions with each other, customers and vendors.

**Company Size:** We are smaller, under fifty team members. We are based in St Paul Park, MN but have team members across the nation as well, representing from California, Florida, Georgia, Pennsylvania, Texas and Wisconsin.

**Great People:** Our team is talented, helpful and fun to be around. Working with our team is the highlight of our day! Some of our side gigs include acting, knitting, music, soccer, baking, kid-wrangling, marathon running, video games, biking and art. We also have a good number of dog and cat lovers.

**Diversity:** We treat everyone with dignity and respect and work to create an environment of belonging. That shows up in hiring as we use a software and process to reduce bias. It shows up every day as we ask team members for feedback and remind them their perspective is needed. These practices makes good business sense, as input from a variety of backgrounds and perspectives help shape our services and products to meet the needs of a diverse and changing market.

**Recognition:** When you do good work, we notice! Team members nominate each other when they see effort that goes above and beyond and those nominations get displayed on our company Portal. Nominations also enter you a drawing for more monthly massage time **and** for our Annual Core Values Trip (usually an amazing cruise).

**Charity:** As a company we give 10% of our pre-tax profits to charitable organizations and even local needs that team members bring attention to. We also encourage our team members to volunteer by giving them 40 additional hours to do just that. We don't just think about helping; we do it.

**Peer Mentor Program:** New team members get a Peer Mentor for their first four weeks who takes them out to lunch, helps them make connections and navigate the office.

**Thorough Training:** When you join our team, we take the time to ensure you have the resources and knowledge you need to be successful. This is often in the form of a Training Tracker where you regularly review your progress in specific areas with your supervisor. We welcome questions and celebrate life-long learners!



**Quarterly Reviews:** We believe the happiest and most successful team members are doing what they feel passionate about, so every quarter, you and your supervisor will review your activities to see how you're doing and identify what tasks can be improved or optimized.

**Ongoing Development:** We offer Lunch and Learns and a Book Club, so you can soak up info about Persolvent and learn with fellow team members. We also encourage ongoing trainings online or in-person as needed for your role.

**Professional Growth:** As a small company, we value agility and as new business needs arise, those can create growth opportunities. We strive to promote internally with the goal of doing what is best for our company, our mission, and our team. We encourage applicants to reflect on whether they are excited about the specific role they are applying for, rather than just seeing it as a way to "get their foot in the door" or a stepping stone to alternate positions within Persolvent.

**Organization and Improvement:** We are passionate about effective structure and continuous improvement. From following the Traction EOS model to the Agile/Scrum process on our Dev team to using Asana for basically any project you can think of, we organize ourselves so we can solve issues and keep moving forward. We love to hear feedback from team members on how we can get better and encourage our team to own solutions to problems.

**Open Communication:** We ensure your goals are clear and resources are available. Supervisors are loved for how they balance support and accountability. We aren't afraid to have challenging conversations.

**Work Life Harmony:** We understand that you have a life outside of work. As emergencies arise or feet of snow blows, supervisors are flexible to allow you to take time off, adjust your schedule or work elsewhere.

**Fun Committee:** We have a group of team members who gather and brainstorm how to increase fun and connection in the office. They organize events like National Ice Cream Day, Trivia Tournaments and Happy Hours.

**Referral Bonus:** You could receive up to \$3,000 when you refer a new team member that fits our culture, goes above and beyond, and is passionate about working at our company.

## Paid Time Off

- **Vacation Time:** Team members at 0-5 years will accrue two weeks (10 days) of vacation time.
- **Personal Time Off:** Two weeks (10 days), in addition to vacation. Full-time team members accrue 10 sick/personal days per year. These days are for personal time off, including illness, family emergencies and personal appointments.
- **Your Birthday:** Take the day off with pay!
- **Volunteer Time Off:** Persolvent offers paid volunteer time to encourage community engagement opportunities for our team members. You can request up to one consecutive week (40 hours) off with pay to volunteer with a charitable organization contingent on approval.
- **Holidays:** Full-time team members get 7 paid holidays.



- **Parental Leave:** We understand that new babies are a big excitement and big adjustment. Maternity leave: 8 weeks paid time off. Paternity leave: 2 weeks paid time off. Adoption Leave: 3 weeks paid time off.

## Insurance

- **Health Insurance:** Our plans are in the top 3% of plans that Health Partners offers, with options for deductibles lower than average. The company contributes over half of the insurance premium for team members and eligible family members. Preventative care is 100% covered in network.
- **Dental Insurance:** The company contributes almost half of the team member premiums. Insurance is through Health Partners Dental Distinctives. Exams, cleanings and bitewing x-rays are 100% covered in network.
- **Life Insurance:** We pay 100% of your premium and you can elect up to \$100,000 of additional coverage.
- **Long Term and Short Term Disability Insurance:** We offer affordable options for both.
- **Health Savings Account:** As an additional benefit, company contributes to team member's HSA depending on their plan. With an HSA, you get a debit card to spend on [qualified expenses](#) and an HSA allows you to invest and save money if you don't need to use for health care.
- **Virtuwell:** Your 24/7 online clinic: certified nurse practitioners make a diagnosis, create a personalized treatment and send you a prescription if needed.
- **Monthly Health Club Membership:** Workout 12 days or more each month and you'll save up to \$20 per person on your health club membership.
- **Employee Assistance Program (EAP):** Provides you and your immediate family members a free resource for confidential phone assessments with a professional counselor on a variety of topics.

## Office Perks

**Dress Code:** We have a casual tech company vibe where you can feel free to wear jeans every day. If you're client-facing, you might need to button up a bit occasionally.

**Snacks and Drinks:** Fridges and counters are always stocked with snacks and drinks and it's a rare week that we don't have some kind of treat available from the company or shared by team members.

**Sit Stand Desk Options:** We care about your health and concentration! Your desk likely already has this functionality, otherwise we can get it set up for you.

**Sport Court Activities:** We have a full-size sport court where you can see and join almost daily Volleyball or Ping-Pong games. We also do monthly yoga classes with a professional instructor and hold company tournaments year-round, like Ladder golf and Bean Bags. Of course there are prizes!

**Outside Patio:** We Minnesotans (and Wisconsinites) treasure our sunshine, so we love using our back patio to grill during our summer happy hours. Our Wifi extends to enable working outside.