



TRIO
BE BALANCED

EMPLOYEE BENEFIT & INCENTIVE PROGRAM

Just as you come to work each day committed to delivering exceptional design and a positive experience for our clients, TRIO is dedicated to creating a supportive and rewarding work environment for you. One of the ways we do this is by offering a comprehensive and highly competitive benefits package.

Here are just a few ways in which TRIO is helping you to BE BALANCED:



401K / RETIREMENT PROGRAM

A high-performance plan that helps you save for your future - TRIO does an employer match



TOP TIER HEALTH BENEFITS

Health, Dental, Vision, Life, and Supplemental all included in our insurance plan



PERSONAL TIME OFF

TRIO team members receive 3 WEEKS of paid time off + additional sick leave days



WELLNESS PROGRAM

TRIO closes once a year for a 'Wellness Week' + each employee gets an annual health stipend of \$200



PARENTAL LEAVE

TRIO provides up to 12 WEEKS of parental leave to eligible employees



GREAT WORK ATMOSPHERE

TRIO offers a fun, collaborative, and open workplace - get creative, enjoy your day, and be productive



MOST MAJOR HOLIDAYS

Regular, full-time employees receive 10 paid holidays a year



FLEXIBLE SCHEDULE

TRIO allows remote work options, flexible start times, and an early weekend start with 3:00 Fridays



REFERRAL INCENTIVE

Refer someone who becomes a full-time employee and get rewarded with \$1000



REBECCA REISBECK
CHIEF PEOPLE OFFICER

Welcome to Team TRIO!

Each employee makes this company what it is, and TRIO wouldn't be successful without the hard work and talent our employees put into serving our clients.

You are the reason TRIO is at the forefront of design - that we get to come to work in a stimulating, fast-paced environment where we are all challenged to be better each day. While our work is important and rewarding, we also know it's not the only thing.

One of the ways we can show how much we value your contributions is by supporting the creation of a healthy work/life balance. You can find highlights of our BE BALANCED program on this sheet, and the full details in your Employee Handbook.

Please feel free to reach out to me with any questions on eligibility, or for further program details.

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TRIO benefits have specific requirements that must be met before an employee can participate. Please see the Employee Handbook or contact Rebecca to learn more.



We Believe in Building Better Communities

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