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## Why Work Here

### Nurturing Careers

Ascent supports

- helping our employees sustain their non-work priorities along with their careers.
- interactive career development planning driven by personal goals, action plans, and frequent engagement with their supervisor
- continuing education training via universities, extension learning, professional seminars, and industry conferences
- participation in professional associations and pursuit of relevant professional registrations and certifications
- development of leadership skills through Ascent's internal Leadership Development Forum

**Deleted:** Ascent is a place that strives to nurture every phase of an employee's career. Our employees are guided on a pathway of growth and development in a collaborative and collegial environment. They are supported by more tenured colleagues who transfer skills and offer access to opportunities in a mutually supportive and equitable environment. We put our people first and seek to continually evolve as an organization to serve the needs of an intergenerational team of professionals, leaders, and future leaders; we recognize the importance of fostering inclusion for all by understanding each generation's unique attributes and drivers. ¶

### Three Testimonials

Head shots and testimonials for three staff (need to identify staff)

**Commented [CR3]:** We have sent a call for testimonials! Please use placeholders for now.

## Mentorship

### Protégé-Led Mentor Program

Acting as a sounding board, coach, and guide, a mentor supports protégés with their specific needs as they navigate their careers at Ascent.

### Deliberate Sponsorship (plus image)

To diversify leadership, Ascent offers deliberate sponsorship of underrepresented individuals to actively support their career growth and advancement

### New Hire Buddy Program (plus image)

Each new employee is paired with an existing Ascentian who volunteers to guide them through their first months in their new position.

## Community Resource Groups

Ascent employees organize small groups of individuals who voluntarily join together based on shared identity, values, interests, perspectives, or goals. With the intention to build strong workplace relationships, advance careers, and provide a sense of belonging, Ascent Community Resource Groups center around topics and issues that are most important to our employees including race, age, physical ability, culture, ethnicity, gender identity, and common interests.

## In-House Training

### Early Career

Employees are taught, in small groups, a broad overview of the issues, resources, and topics that they may face as they begin their career.

#### **Practice-Specific**

Every technical and operational practice area conducts regular in-house training to facilitate knowledge exchange and career advancement.

#### **Project Management**

Ascent's robust internal project management program equips individuals with a special set of skills to achieve quality, timeliness, and budget requirements of their projects.

#### **Open Office Hours**

Regular office hours for all operational departments and practices provide small group forums to ask questions and have conversations that collaboratively identify solutions and efficiencies.

### **Benefits**

At Ascent, we acknowledge that we are only one part of our employees' lives and that we have an obligation to provide benefits and resources to support the whole of our employees and families. We offer a competitive and diverse mix of benefits focused on supporting our employees' physical, financial, and emotional well-being.

#### Stay Healthy

- Medical, dental, vision insurance
- Supplemental life/AD&D/accident/disability insurance
- Supplemental critical illness and cancer insurance
- Employee Assistance Program focused on mental health
- Workplace accommodations for health concerns

#### Financial Wellness

- Flexible spending accounts
- 401k with matching program
- Financial planning and legal services
- Annual incentive compensation program
- Spot bonus awards

#### Work to Live

- 11 floating paid holidays with flexible usage
- Flexible (9:80) and hybrid work schedules
- Paid time off
- Bereavement and military leave
- Immigration assistance

#### Caring Culture

- Belief in whole-person priorities
- Mentoring program
- Buddy program for new Ascendians
- Inclusive office and family-friendly social events
- Community resource groups

#### Community Impact

- Monthly paid volunteer time
- Quarterly community service events
- Annual charitable giving
- DEI Internship Program
- Service on charitable boards

#### Other Perks

- Parking and transit passes
- Cell phone provided
- Work stations for hybrid schedules
- Food events and in-office snacks
- Pet insurance

