

Welcome to the Emerge Career! 🌟

Hey there! Welcome to the Emerge Career team. We're all about having a Winner's Mindset here - it's not just about doing our jobs, but doing them in a way that makes us and everyone around us better. We play to win, and that's not just talk; it's how we support you, our team, and the whole community. Our benefits are crafted to boost your professional journey and personal well-being, reflecting our goal to lift everyone.

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Unlimited PTO

Minimum of 10 workdays. Recommended of 14.

Caveats

- For new employees, this guideline is scaled according to your start date (e.g. if you start in May, the guideline is updated to a minimum of 6 and recommended of 9).
- For those working non-standard work years (such as part-time or seasonal roles), your PTO will be scaled.

Planning Your Time Off

- **Communication is Key:**
 - Please coordinate with your manager to ensure your time off does not disrupt team workflows.
 - Once your manager approves the request, announce it on #pto-announcements
 - Update your Google Calendar
- **Advance Notice:** Where possible, provide advance notice for your planned PTO, especially for extended periods, to help us manage team resources effectively.

Remember: This policy is about trust and responsibility. It's designed to empower you with the freedom to take time off as needed, while also considering the needs of your team and our company's goals.

Work Computer

- Non-Technical Roles: Receive a **512GB SSD 8GB Memory M3 MacBook**, perfect for day-to-day tasks.
- Technical Roles: Receive a **512 GB SSD 16GB Memory M3 Pro MacBook**, providing the extra power needed for coding and technical work.

Work From Home Stipend

- \$500/year: We understand the importance of a comfortable home office. Use this stipend for internet and cell phone services, office equipment, or productivity apps to create your ideal workspace.

Professional Development Budget

- \$1,000/year: Grow your career with us! This budget covers coaching, classes, certifications, books, and educational newsletters. Note: This budget does not extend to conferences.

Healthcare Reimbursement

- \$500/month: Your well-being comes first. This benefit includes therapy, prescription costs, and personal health insurance plans, ensuring you have the support you need for your well-being.