

Staff Member Benefits



We are so excited about your interest in a career with Room & Board. Learn more about what makes our workplace unique and how we have built a culture and benefits to help you thrive.

A Career Designed To Be Different

From our foundation of trust, we've built a culture rooted in meaningful work, respect and holistic well-being: a culture where the whole person matters, not just the one who shows up for work. That's why we invest in ways to support and encourage you to live a full life. Our goal is to help our staff members build their career, self and quality of life.

If you work 20 hours or more a week, we offer the following comprehensive benefits.

Your Physical Well-being

Medical & Dental Insurance

We offer two medical insurance plan options, and Room & Board covers on average 75% of the premiums depending on the plan that you choose. Preventative care under both medical plans is covered at 100%.

Our Copay Plan offers a set dollar amount or copay for routine services like office visits and prescriptions. For all other services, it offers a low individual and family deductible.

For our High Deductible Plan, all services excluding preventative care must first go toward satisfying a deductible before the plan starts to pay a portion of the claims. However, this plan has lower monthly premiums. Room & Board also makes a bi-annual financial contribution to your Health Savings Account (HSA) to help you pay for deductible expenses you might incur. In addition, you can make pre-tax contributions to your account, and the HSA belongs to you—the unspent balance rolls over and is portable.

Health & Wellness Benefits

Staff members have access to a Thrive Account and our Wellbeing Academy.

The Thrive Account, run through our partner ThrivePass, enables Room & Board staff members to be reimbursed for a wide variety of wellness expenses (\$25 per month if you're full-time, and \$15 per month if you're part-time). There are many eligible wellness expenses that support your emotional, physical, and financial well-being (e.g. gym memberships, mindfulness and meditation apps, meal planning services, massage and more.).

Our Wellbeing Academy offers on-demand videos and podcasts that guide staff members through content aligned with Room & Board's focus on holistic well-being.

Short-term and Long-term Disability

You are provided with short-term and long-term disability coverage that provides income protection if you become ill/injured or otherwise unable to work. Our short-term disability benefit provides 100% of your base pay for the first 11 weeks you are unable to work and 60% of your base pay for the remaining 14 weeks. Our long-term disability benefit provides 60% of your base pay after you have been disabled for 26 weeks.

Your Financial Well-being

Profit Sharing

To acknowledge every staff member's contribution to our company's success, Room & Board shares 40% of our profits with staff members after reaching an 7.5% annual profit goal. To receive this benefit, you must be employed on or before January 31 of the eligible year. The profit-sharing payment is paid out in February of the following year.

401(k) Retirement Savings Plan

Room & Board offers a 401(k) Retirement Savings Plan and provides a discretionary match (based on company profitability) of 50% of the first 8% of your deferral. Matching funds become 25% vested after one year of service, 50% after two years, and fully vested after three years of employment.

Flexible Spending Accounts (FSA)

Room & Board offers our staff members the ability to set aside money on a pre-tax basis for medical, dependent care, parking, and transit expenses.

Financial Planning

We offer free access to a dedicated team of financial advisors to assist with any of your financial questions or goals.

Estate Planning

Room & Board provides estate planning assistance to help you understand the nature and importance of estate planning and to defray the cost of document preparation. This includes wills, health care directives or living wills, and powers of attorney. Room & Board reimburses you for 25% of professional estate planning document creation (up to a total of \$250).

Life Insurance

Room & Board provides a life insurance policy that is equal to 2.5 times your annual base salary to a maximum benefit of \$250,000, and a dependent life policy that is equal to \$1,000 per eligible dependent. We pay for the cost of the premium. In addition, you can purchase additional voluntary life and voluntary AD&D insurance for yourself, your spouse/domestic partner, and your dependent children.

Product Discount

Room & Board offers a 40% discount on all purchases. After one year of employment, you can take advantage of our payroll deduction financing option to spread some or all the cost over a 12-month period. We also provide free delivery to your residence.

Your Emotional Well-being

Vacation and Sick Time

Time is a valuable resource. That's why all new staff members begin to accrue vacation at three weeks per year for their first five years of employment, followed by:

- Four weeks per year after five years of service.
- Five weeks per year after 10 years of service.
- Staff members also have access to two weeks of sick time.

Holidays

You enjoy paid holidays immediately upon hire: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Federal Election Day, Thanksgiving, Christmas Eve and Christmas Day.

Parental, Caregiving, Bereavement and Military Leave

Our parental leave program offers caregivers four weeks of paid leave; birth mothers receive an additional six to eight weeks of disability leave.

In addition, our Family Caregiving Leave Program offers up to four weeks of paid time off to care for injured or ill family members.

Following the loss of a loved one, we also offer bereavement time of up to two weeks of the staff members' schedule, with one week paid. We recognize every situation and family is unique, so our policy is not limited to one's immediate family and covers circumstances such as miscarriage or stillbirth, failed adoption or surrogacy, and fertility-related issues.

Staff members serving in the Reserved Armed Forces will receive up to four weeks of paid leave per year for military leave.

Modern Health

Staff members and their dependents have access to a mental well-being platform called Modern Health. This resource offers free access to coaching, therapy, group sessions and self-guided digital resources for many of your wellness goals.

Giving Back

We recognize we're part of something bigger. That's why Room & Board supports nonprofit organizations helping build better communities, protect the environment and advance the arts. Each year, we donate at least 2% of our profits back to these community partners. On top of that, our teams frequently volunteer together. We also offer an employee giving program where staff members can automatically make donations from their paycheck if they wish.