



SiX Benefits Summary

SiX has created a workplace culture that supports our team to do excellent work and to care for each other. Below are just some of the benefits of working at SiX:

Medical, Dental, and Vision Insurance

Employees who work at least 20 hours/week are eligible for our medical, dental, and vision insurance package. SiX pays 85% of the premium costs for a Platinum Plan Medical Plan or 100% of a Gold Medical Plan for eligible employees and their families, and we provide coverage for domestic partners regardless of marital status. We pay 100% of a Dental and Vision Plan. Details on these plans are available upon request.

403b Retirement Benefits

SiX offers a 403b retirement plan to all benefits-eligible employees. Staff are vested immediately in the plan, and SiX matches 100% of the first 5% of each staff's pay.

Leave

SiX knows that taking time away is fundamental to sustaining movement work for the long haul. SiX provides 22 days of paid time off to all staff. We also offer up to 12 weeks of paid family and medical leave, paid leave for religious holidays, bereavement leave, jury duty leave, military leave and leave for parent/school related activities.

Holidays

SiX recognizes all federal holidays and then some; we close the office for Dr. Martin Luther King Jr.'s Birthday, Presidents' Day, Memorial Day, Independence Day, Labor Day, Indigenous People's Day, Election Day, Veterans Day, Thanksgiving (including the day before and the day after), and an extended winter break from December 21 – January 1.

Flexible Working Hours

SiX is committed to a results-oriented culture, where staff structure their day-to-day work in order to successfully achieve the expectations of their role while also being available to collaborate with their colleagues. Staff have the flexibility to start their day later, end their day earlier, or attend to personal matters mid-day as needed.

Flexible Spending Account and Dependent Care Flexible Spending Account

SiX offers a Flexible Spending Account (FSA) to all regular full-time and regular part-time staff who consistently work at least 20 hours per week. An FSA is a benefit allowing eligible employees to set aside a specific pre-tax dollar amount for unreimbursed medical, dental, vision, and dependent care expenses.

Connectivity Reimbursement

SiX reimburses staff \$90/month to keep us connected to one another via phone and internet. And to make this as easy as possible, we add this reimbursement to your biweekly paycheck.

Other Benefits

SiX offers additional benefits to support our staff in a number of ways. We provide long-term disability coverage, short term disability coverage, life and accidental death and dismemberment insurance for all benefits-eligible staff; we pay 100% of these costs for our employees. We also provide an Employee Assistance Program, Emergency Travel Assistance, and Life Planning Financial and Legal Resources, just to name a few.

Compensation Philosophy

SiX's compensation philosophy is guided by three principles:

- We pay highly competitive wages: we're in the top 25% of pay for organizations of similar sector, scope, and size, and we review and update compensation data annually to ensure we remain highly competitive in compensating our staff.
- We prioritize parity and equity: we believe in equal pay for equal work, and salary ranges are set according to the responsibilities and complexity of the role.
- We appreciate and compensate staff for demonstrated skills and experience in their roles at SiX. Staff have paths to pay increases through tenure in their role and an expansion of their responsibilities.

To live out our commitments to competitive, fair, and equitable pay, we practice pay transparency through every step of our hiring process. This means that we set starting salaries and we stick to them – candidates don't have to disclose their former salaries, and they don't have to engage in 1:1 salary negotiations with their supervisor. Instead, we are up front with all candidates about the starting salary for their role and candidates can be confident that they are receiving highly competitive wages and that they are not being paid less than their counterparts. These salaries are non-negotiable. This is part of our practice to disrupt employment practices that have worked against people of color, Indigenous people, and women and gender nonconforming folx for decades.