



At Catalyst, we're all about creating

MEANINGFUL

**WORK &
REWARDS**

CATALYST
WORKPLACES THAT WORK FOR WOMEN

JOIN THE TEAM

If you're passionate about gender equity like we are, Catalyst is

THE PLACE FOR YOU

Join us as we help advance women in the workplace. Because workplaces that work for women work for everyone. That's why we celebrate diversity, equity, and inclusion day in and day out as we live our values of Respect, Collaboration, Accountability, and Impact.

If you want to help create real change – every day – Catalyst is the place for you.





MEANINGFUL REWARDS

When you're part of our team, you're a difference-maker. And we want to make a difference for you.

Work-Life Harmony

Striking a balance

- **Half-day remote Fridays** – all year
- **Flexible work schedules and remote work options**
- **Winter break** (office shutdown) for several days in December and January
- **Generous paid-time off**, inclusive of vacation time and personal and sick days
- **Eight hours of paid volunteer time** to give back to the community
- **Paid day off on your birthday**
- **Paid parental leave** when welcoming a new family member

Growth and Opportunity

Investing in your development

We encourage **unique perspectives and ideas** from **diverse backgrounds**, and we'll make sure to give you the **learning opportunities** you need to help create change for our organization and advance our mission.



MEANINGFUL REWARDS

Financial Well-Being

Building your financial future

Pay is important, and ours is competitive. But we want to help you both now – and in the future.

That's why you'll find a generous **Retirement Plan with a company contribution of 5%** of your salary **PLUS a match of up to 5%** of your pre-tax contributions after one year of service.

We also provide the option for a voluntary **Tax-Deferred Annuity Plan.**

Additionally, we provide financial protection with **company-paid life and AD&D insurance** as well as **short- and long-term disability insurance.**

Health

Taking care of you and yours

- **Comprehensive medical, dental, and vision coverage options and the majority of the contributions are covered** on your behalf
- **Flexible spending accounts** to save you money on your eligible healthcare and dependent care expenses

Extras

Working here has its perks

- **24/7 Employee Assistance Program** to support life's ups and downs and everything in between
- **Back-up child care** at no cost to help you in a pinch
- Partial **tuition reimbursement** for continuing your education
- **Commuter benefits** program to save on your commute
- **Exclusive discount offers** on tickets, travel, and shopping

This brochure provides an overview only and does not fully describe each option. Eligibility criteria applies, and not all benefits may be available to all employees. Catalyst reserves the right to amend or terminate, in whole or in part, any or all of the products and services offered at any time and for any reason. In the event of a discrepancy between this material and the official Plan Documents, the official documents will govern.