



BENEFITS HIGHLIGHTS

Harris & Associates invests in you—your growth, fulfillment, health and happiness. Our generous benefit programs enrich your life, professionally and personally.

Here's just a sampling of what you can expect:

Harris Academy

You have 24/7 access to our intranet professional development platform, packed with free courses, e-books and an array of certification and license resources. Harris also pays for certification and license renewals and registrations, and professional development seminars and conferences.

Leadership Academy

Each year, select employees participate in the Harris Leadership Academy, which fosters the firm's future leaders through classroom sessions, individual coaching and special projects.

\$3,000 Annual Stipend

Unleash your potential with \$3,000 annually to begin or return to a degree program or to pursue job-related certifications or licenses. Harris also pays for certification and license renewals and registrations, and professional development seminars and conferences.

Retirement Plans

Whether you're preparing for life after work or taking a more direct stake in the company, you're empowered to shape your financial future by participating in 401(k) plans and our Employee Stock Ownership Plan.

Special Savings:

Harris employee-owners get special discounts from Verizon Wireless, Enterprise Rent-a-Car and Microsoft.

Bonus Program:

Harris has an annual incentive compensation plan (ICP) that all employee-owners are eligible to participate in and is dependent on individual performance.

Additional Benefits:

- Life insurance and supplemental life insurance
- Long-term disability plan
- Flexible Spending Accounts
- Employee Assistance Program
- Transit/Parking Reimbursement Program

Food for Thought

Stimulating professional development sessions (with free lunch!) deepen team knowledge of emerging and relevant topics.

Health & Well-Being Allowance

You'll receive a \$200 allowance each calendar year to cover approved health, wellness and personal well-being expenses.

Health Insurance

All part- and full-time employees working at least 20 hours a week are entitled to receive medical, dental and vision insurance. These benefits begin on your first month following employment and cover you and your eligible dependents—spouses, domestic partners, and biological, step and adopted children up to age 26.

Paid Time Off (PTO)

We encourage everyone to take sufficient time off to relax and recharge because we know that striking the right work/life balance is vital to success.

As a benefit-eligible employee, you start accruing PTO on your first day. You can use your days and hours for time off such as vacation, personal or family illness, doctor appointments, or school, volunteerism and other activities.

Maternity/Paternity/Personal/Family Medical Leave

You can receive up to 8 weeks paid* time off for personal or family illness and/or maternity or paternity leave (*designed to match state and federal leave programs— inquire for additional information.)

Discover the benefits of joining a leader.

Learn more about how Harris invests in your future by visiting WeAreHarris.com/careers.

Or submit your resume now to HR@WeAreHarris.com.



Harris & Associates

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