

# 1517 Media

## Culture & Wellness Overview 2018

<p><b>Employee Committees</b></p>	<p><i>Gather</i> – Committee members plan fun, company-wide events. Examples include: Wine Tasting, Soup Cook-off, Office Olympics, etc.</p> <p><i>Green Team</i> – Committee members work together to make our office more sustainable.</p> <p><i>Safety &amp; Response</i> – Committee members are trained in safety procedures to respond in the case of emergency.</p>
<p><b>Learning Opportunities</b></p>	<p><i>TED Talk Tuesdays</i> – Every Tuesday during the lunch hour, colleagues gather to watch and discuss a TED Talk. This event fosters learning, community, respectful discussion, and fun.</p> <p><i>1517 Media Informational Tour</i> – Once a month, come to a meeting to hear colleagues present about their work. It'll bring wider understanding and appreciation for all parts of our company.</p>
<p><b>Company-wide Celebrations</b></p>	<p><i>Annual Christmas Party</i> – Come for free food, drinks, and time to relax with colleagues and celebrate the season.</p> <p><i>Augtober Fest</i> – Our company's twist on October Fest.</p> <p><i>500 Reformation Celebration</i> – Gathering with food and drinks to remember this historical event.</p>
<p><b>Convenient Downtown Location</b></p>	<p>Adjacent access to light rail and bus lines. Skyway entry to a variety of restaurants and stores.</p>
<p><b>Strengths-based Organization</b></p>	<p>All employees take the StrengthsFinder Assessment and receive training from a certified Strengths Coach. Teams use this model in their approach to daily work and at a strategic level.</p>
<p><b>Collaborative, Friendly, and Talented Environment</b></p>	<p>The employees here are highly educated and exceptionally talented. They demonstrate that they care about their work and their team members through collaboration and trust.</p>
<p><b>Internship Program</b></p>	<p>We offer internship opportunities in the Fall and Spring, along with a robust program in the Summer. We love the chance to teach about our work, and we love to learn from the new perspectives the interns bring.</p>
<p><b>Volunteer Day</b></p>	<p>We recognize that societal and community issues have a direct relationship to the success of our organization. Regular full-time employees receive one paid day each calendar year to use for volunteer community activities.</p>

<b>Paid Time Off</b>	<p><i>Company Holidays</i> – The office is closed and employees are paid for 10 per year.</p> <p><i>Sick Days</i> – All regular full-time employees accrue 8 hours per month, up to a max of 280 hours.</p> <p><i>Vacation Days</i> – All employees accrue 11.4 hours per month, up to max of 280 hours.</p>
<b>Paid Parenting Leave</b>	<p>Six weeks of leave with full pay is available to parents following the birth or adoption of a child.</p>
<b>Fitness Center Access and Classes</b>	<p>Employees have access to the building fitness center at no cost to the organization or employee. A variety of opportunities including yoga, strength training, and walking club are available at no cost as well. Locker room and shower facilities are located in the fitness center.</p>
<b>Bike Storage</b>	<p>Secure indoor bike storage is available in the building.</p>
<b>YMCA Corporate Membership</b>	<p>Employees are eligible for special benefits at all Twin Cities YMCA locations including:</p> <ul style="list-style-type: none"> <li>• \$15 per month usage reimbursement</li> <li>• \$15 premium joiners fee year round</li> <li>• Free drop-in fitness classes &amp; free 2-hour childcare</li> </ul>
<b>Sit-to-Stand Desk</b>	<p>All employees have a sit-to-stand desktop for flexibility to sit or stand throughout the day.</p>
<b>Healthy Snack and Drink Options</b>	<p>Regularly stocked almonds Weekly delivery of fresh fruits Chilled water and ice</p>
<b>Quarterly Wellness Challenges</b>	<p>We offer fun challenges that support physical, financial, and emotional wellness. These challenges promote overall wellbeing and include great prizes.</p>
<b>Financial Wellness Program</b>	<p>All employees have free access to SmartDollar, an online personal finance program. SmartDollar provides motivating content, online budgeting tools and hundreds of question and answer clips from experts to help you make the most of your money.</p>
<b>Employee Assistance Program (EAP)</b>	<p>Health Partners Employee Assistance Program (EAP) is a proven strategy for assisting employees and their families with personal and work-related problems, difficulties, and concerns. Our contract also provides employees with up to six in-person visits with a counselor.</p>
<b>Annual On-site Flu Shot Clinic</b>	<p>Save time by getting your flu shot during the work day!</p>