BENEFITS & TOTAL REWARDS

What comes with your offer

We set out to build a firm we would want to work at. In practice that means benefits designed to take pressure off you rather than shift cost onto you — full family health coverage we pay for entirely, time off you never have to ration, and real investment in your license and your career.

100%

Health, dental & vision — firm paid

Premiums covered in full for you and your family. No payroll deduction, no tiered buy-up.

Unlimited

Paid time off

We don't tally days. Rest, travel, recharge, and come back ready — take the time you actually need.

5% match

401(k), dollar for dollar

Every dollar you contribute up to 5% of pay, matched in full. Savings compound at double speed.

AND EVERYTHING ELSE

- **Income protection, fully covered**
  Short- and long-term disability, group term life, and a confidential Employee Assistance Program — all firm paid.
- **CPE & conferences on us**
  We fund continuing education and send you to the conferences that sharpen your craft.
- **Fully remote, with annual retreats**
  Work where you do your best work. Our teams collaborate across the U.S. and Pakistan, and we gather in person once a year.

THE CULTURE YOU'RE JOINING

Low drama, high trust. Small enough that everyone knows your name, steady since 2008, and your work speaks for itself.

Built to last 100 years. That means investing in our team, our processes, and our culture for the long term — not the quarter.

Quality over volume. We would rather do fewer things exceptionally well than chase revenue at the expense of our people or our clients.

Work that matters. You partner with inspiring nonprofits doing difficult, worthwhile work in their communities.

Questions about any of this? Reach out any time before you sign — we would rather walk you through the details now than have you guess.

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This summary highlights selected benefits and is provided for informational purposes only. Eligibility, waiting periods, coverage levels, and specific terms are governed by the applicable insurance contracts, plan documents, and firm policies, which control in the event of any difference from this summary. The Ijaz Group may amend or discontinue any benefit at any time. This document is not a contract of employment and does not guarantee employment for any specific term. Full plan documents and enrollment materials are provided on your first day. PO Box 319, Clifton, VA 20124.