

LSS Employee Value Proposition

LSS strives to provide a complete and competitive package of benefits and rewards to employees that...

- **V**alues employees' professional development and growth opportunities
- **A**ppreciates the uniqueness of individuals and cultures and what is important to them
- **L**eads with transparency through listening to employees and incorporating their feedback
- **U**nderstands the need for continuous improvement
- **E**ncourages employees to prioritize their health and well-being in all aspects



**Best and Brightest
Companies to
Work In The
Nation™ Winner**



**Scan the QR Code
to see our current
openings!**





LSS Employee Value Proposition

Our LSS promise: To create connections to all employees in a meaningful way through this unique set of benefits provided in return for their skills, capabilities, and experience.

We are united as One LSS through...

Work Environment

Best and Brightest Companies to Work For Winner™ 2021, 2022, and 2023

Committed to results-driven best practices across the organization

Flexibility in scheduling wherever possible that fits employees' lives and responsibilities

Person-centered services

Welcoming and supportive

Collaborative team environment

Leadership transparency

Employment Benefits

Offers competitive medical, dental and vision insurance options

Generous paid-time-off benefits with no waiting period (separate accruals)

Ten paid holidays

Employer-provided Life, Short and Long-Term disability insurance

Additional voluntary benefits (e.g., critical illness, hospital, pet care, etc.)

Employee Assistance Program for overall health & well-being

Intentional focus on employee wellness
Vendor discounts

Professional Development

Growth opportunities through training, as well as internal/external conferences and meetings

Continuing education incentives include internships, paid clinical supervision, help with CEU's and exam fees

Ongoing leader support around professional development, cross-training and advancement opportunities

Intentional focus on promoting from within

Real-time access to job postings for all employees

Opportunities for involvement on organization-wide strategic projects

Financial Rewards

Equitable pay that is market driven

Competitive pay increases

Competitive employer contributions towards benefits and premiums

Employer provided 403(b) match

Colleague referral bonus program

LSS is a qualified employer under the "Public Service Loan Forgiveness" program (PSLF)

Mileage reimbursement for qualifying work travel

Scholarship & grant opportunities with partnering colleges

Company Culture

Servant-Leadership organization

Mission-driven

Lives values of Compassion, Courage, Co-Creation, and Change

Equity, Diversity & Inclusion (EDI) focus

Employee engagement opportunities that strengthen feelings of connectedness (Servant-Leadership recognition; Development Day; Lunch N' Learns)

Advocacy and community involvement