



## SOCIAL IMPACT

# Employee Benefits and Development Programs

### Professional Development

At WashREIT, we place great value on employee growth and development through goals, feedback, and professional and leadership development offerings at all levels of the organization. Our leadership courses are internally developed and delivered multi-session, cohort-based experiential learning environments. A certified coach provides executive leadership coaching. We financially support employees pursuing job-specific training, as well as tuition reimbursement for employees pursuing degree programs and certifications. And we encourage individuals to join professional organizations that offer technical, soft skill, and leadership development workshops.

### Non-Pay Benefits

We support our employees with a robust employee benefits program, including a flexible vacation policy, parental leave, 401(k) matching, tuition reimbursement, an Employee Assistance Program, and numerous other programs.

- 401(k) with employer match and free access to certified financial planners
- Tuition Reimbursement
- Employee Referral Bonus
- Commuter Benefits
- Cell Phone Stipends
- Employee Assistance Program
- Paid Sick Leave
- Flexible Vacation
- Paid Holidays
- Paid Parental and Family Medical Leave
- Medical, Dental and Vision
- Flexible Spending and Health Savings Accounts
- 100% Paid Short-Term Disability
- Long Term Disability
- Free Access to WashREIT Gyms
- Biometric Screenings
- In-workplace Vaccinations

### Employee Engagement

We conduct an annual employee engagement survey and also regularly check in on how employees are feeling through pulse surveys on a wide range of topics, including company culture, career development, benefits, and management. Our goal is to gauge overall satisfaction and identify opportunities for improvement. Our most recent survey indicated high responsiveness, with a 97% participation rate. The survey results indicate that WashREIT employees, regardless of tenure, level, or division, feel and think positively about the company.