



8th Light

PERKS & BENEFITS

At 8th Light, we know firsthand the value of being challenged, supported and inspired — by your team, your client projects and your community.

We're passionate about creating a culture that cares for the whole person. And our competitive benefits packages help us foster an environment where everyone grows professionally and personally.

Our seasoned Developers, Designers and Crafters pivot from existing clients to new engagements with varied stacks — giving them an opportunity to put their new skills into action. Better yet, we're brought in to make our Client Partners better, meaning you will find a diversity of skill, diversity of experience, diversity of talent and a diversity of limitless potential at 8th Light.

Carmen Zayas
VP of People



Join a Winning Culture & Team

- Collaboration and Connections Team
- Diversity Initiatives
- Ethics Committee
- Casual Dress Code
- Weekly Town Halls *with Knowledge Sharing, Accessible Leadership, Project Spotlights*
- Recognition Platforms and Peer Reviews
- Voluntary Usage of Office Spaces for Collaboration
- Virtual Team Building Events
- Company Apparel/Swag
- Community Involvement *including Day of Service and Donation Matching*



Focused on the Whole You

- Flexible PTO
- Wellness Days *3 annually*
- Annual Wellness Reimbursement
- Competitive Medical, Vision, and Dental Plans
- Short & Long Term Disability
- Employee Assistance Program (EAP) through Guardian
- Discounted Fitness Program sponsored by BCBS-IL
- Home Office Stipend *a \$200 Allowance*
- State-of-the-Art Home Office Technology *including computer, monitors and accessories*



Have a question? Email us at recruiting@8thlight.com.



Committed to Growth & Learning

- Promotion Panel
- Goal-Setting Platform
- Annual Budget of \$1,500 for your L&D
- Virtual Slack Communities
- Thought Leadership
- 40+ programming languages used
- Accelerator Program for Women in Tech
- Learning Outcome Matrix with generous repositories
- **Time Allotment for L&D for each role**

	Apprentice ~1000 hrs/apprenticeship	Crafter 120-150 hrs/year	Senior / Principal 120-130 hrs/year
LEVEL			
FOCUS	Covering skills outlined in the Learning Outcomes Matrices	Covering skills directly applicable to client work and closing skill gaps outlined in Learning Outcomes Matrices and Career Grid	Exploratory approach to further develop skills outlined in Career Grid and share knowledge within 8th Light
GUIDANCE	Mentor-Led	Manager-Led	Manager-Supported



Supporting Your Financial Wellness

- Competitive Benefit and Coverage Options *including PPO and HMO with minimal co-pay and deductible plans*
- Flexible Spending Accounts
- Life & ADD Insurance
- Opportunities for Employee Ownership
- 401K Plan with Employer Match (Up to 4%)
- Parental Leave *up to 12 weeks paid, available immediately upon employment*
- Pet Insurance