













CULTURE	BENEFITS			COMPENSATION		CAREER					
											
Volunteer Days	Medical, Dental, and Vision		Paid Time Off		Competitive Pay		Compressed Work Program				
For every 32 hours of volunteer time logged outside of work hours, employees may earn one day of PTO, up to an annual max of three days.	We offer rich programs at no premium cost to employees. If covering a spouse with access to their own coverage, there is a surcharge. We also offer a stipend to employee that waive medical coverage.		Employees earn PTO based on their years of service, starting with 29 days per year front-loaded on January 1st. Up to 10 PTO days may be carried over to the next year. We also observe 10 paid holidays.		We ensure base salaries and short-term incentive opportunities are competitive compared to market.		Employees may participate in a compressed pay period, working the equivalent of 10 business days in 9 days with every other Friday off (workload permitting).				
Matching Gifts	Short- and Long-term Disability Insurance		Retirement Planning		Recognition		Employee Development				
NEIL will match each employee's charitable contributions up to \$5,000 per year to 501(c)(3) organizations.	If an employee becomes unable to work due to a medical condition, we provide STD and LTD coverage at no cost to employees.		After one year of service, NEIL makes a quarterly contribution of 10% of eligible earnings which are vested after 3 years. Employees may also contribute to their account in alignment with IRS rules. We also offer post-65 retiree medical coverage to employees with 10 years of service and at least 55 years of age.		We recognize good work regularly through a spot bonus program, as well as a peer-to-peer recognition platform.		We provide a wide range of development opportunities, including tuition reimbursement, company-wide training, targeted training & development, coaching and mentorship, bonuses for completing various educational goals, and more.				
Employee Engagement	Parental Leave		Tax Reduction Vehicles		Life and AD&D		*Benefits may vary by country.				
We welcome regular employee feedback, including an annual employee engagement survey and employee-led committees to enhance our culture. While NEIL is fully remote, we intentionally come together in person to build and maintain relationships.	Employees with at least one year of service are eligible for up to 40 days of paid parental leave to bond with their newly born or adopted child/ren.		We offer a Health Savings Account and Dependent Care Flexible Spending Account to help employees reduce tax liability.		We provide 2x annual salary for both basic term life insurance and AD&D, as well as business travel accident insurance of 4x annual salary at no cost to employees. Additional voluntary products may be purchased.						