WEST Culture Growth & Career Development

WEST aims to foster a work-life balance that aligns with our employees' needs:

- Outstanding company culture
- Team-building and company-sponsored events
- Dedicated to DEI and CSR initiatives

WEST offers ongoing professional development opportunities to all employees:

- Defined "Career Pathways" for all disciplines and departments
- Mentorship from industry experts
- Cross-training potential and access to educational courses and resources

Retirement

WEST may contribute up to 12-15% of your wages to SEP IRA accounts per year.

Compensation

- Competitive base salary
- Spot Bonus
- Employee Referral Bonus Program
- Merit-based increases
- Completion Bonuses

Work that Matters

Our work matters to our clients, our communities, and our environment. We strive to find passionate, professional, and highly qualified individuals who share the same core values as WEST.

Members of the WEST team enjoy satisfying careers while still maintaining a focus on personal growth, family values, and doing work that's purposeful.

Health & Wellness*

- **Medical**
  - WEST pays 86% of employee only premium
  - 2 Options: PPO & HDHP
- **Dental**
  - WEST pays 100% of employee only premium
- **Vision**
  - WEST pays 100% of employee only premium
  - Employee Assistance Programs
  - Wellness Programs
  - *30 hours/week work schedule required to receive all health benefits

Annual Paid Leave

- **Sick Leave**
  - 48 hours

Compensation

- Competitive base salary
- Spot Bonus
- Employee Referral Bonus Program
- Merit-based increases
- Completion Bonuses

Voluntary Benefits*

- **Health Savings Accounts**
  - Health Savings and Flexible Spending Account Options
- **Additional Benefit Options**
  - Accident Insurance
  - Critical Illness Insurance
  - Hospital Indemnity Insurance
  - Pet Insurance
  - ID Theft Insurance
  - MASA (Medical Transport Insurance)

Behavioral Health & Wellness*

- **Medical**
  - WEST pays 86% of employee only premium
  - 2 Options: PPO & HDHP
- **Dental**
  - WEST pays 100% of employee only premium
- **Vision**
  - WEST pays 100% of employee only premium
  - Employee Assistance Programs
  - Wellness Programs
  - *30 hours/week work schedule required to receive all health benefits

Annual Paid Leave

- **Sick Leave**
  - 48 hours

Compensation

- Competitive base salary
- Spot Bonus
- Employee Referral Bonus Program
- Merit-based increases
- Completion Bonuses

Voluntary Benefits*

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*The benefits listed here pertain to temporary positions.