

Benefits



Auto-Enrolled 401K

We automatically enroll you in our retirement savings plan. We contribute 2% of your base salary to the plan, whether or not you elect to contribute. We also match up to 4% on your contributions.



FSA

We offer tax-deferred flexible spending account to help employees maximize their salaries and defray costs for medical and dependent care costs.



Health Care Coverage

We offer a generous health care package, including vision and dental coverage, for employees and their dependents. Employees pay a small portion of the monthly cost of individual coverage and ONA pays 50% for dependent coverage.



Life Insurance

We provide 100% of our base salary up to \$ 150,000 maximum and cover 100% of the cost.



STD/LTD Insurance

We pay 60% of your base salary up to \$ 1500/week for up to 13 weeks for short term disability. For long term disability we pay up to 60% of our salary up to \$ 6000/month up until normal social security retirement age. We cover 100% of these insurances.



Paid Parental Leave

Pregnancy Leave: We pay for 4 weeks of time off prior to the birth of a child, if medically recommended. Pregnancy Leave after the birth of a child: We pay for 12 weeks of time off for a mother to care/bond with their child. Parental Leave: We pay for 12 weeks of time off for a parent to care/bond with biological/adoptive/foster child.



Other Family Friendly Benefits

We pay for 6 weeks of caregiver time off. We pay for 7 days of Bereavement leave.



Paid Holidays

We provide 11 paid holidays per year (all federal holidays)



Paid Sick Leave

We provide 2 weeks per year.



Paid Vacation

We offer 3 weeks a year.



Development



Professional Development

We pay for professional memberships and employees are encouraged to take outside training and conferences which are paid by ONA.



Flexible Work Schedule

We are a hybrid organization with central offices in DC. We offer telecommuting, flex time and opportunities for remote work.



Wellness



Employee Assistance Program (EAP)

We offer a confidential EAP to all full-time employees to assist with life challenges.



Fitness Reimbursement

We reimburse employees up to \$ 25 per month for fitness classes or membership.



Perks



Milestone Anniversary

We offer tiered cash benefits starting at \$ 1000 for 5 years of service.



Annual Anniversary

We offer tiered benefits of gift cards starting at \$ 50 for one year of service.



Cell Phones Home Office

We reimburse employees for their data/cell plan for the use of your personal device for business purposes and all home office expenses.



Culture



Annual Holiday Dinner

ONA recognizes the hard work of our staff and looks for ways to celebrate your efforts. Each year, ONA hosts an annual dinner to celebrate our employees.



Meals and Celebrations

During the year, ONA provides lunches to staff as a thank you for their hard work.



Staff and Team Values

ONA has five key pillars of our culture. Growth Mindset, Community Centeredness, Accountability and Respect, Inclusivity and Self care.

