



LSS Employee Value Proposition

LSS strives to provide a complete and competitive package of benefits and rewards to employees. Here's how LSS shows **V.A.L.U.E.**

- V** Values employees' professional development and growth opportunities
- A** Appreciates the uniqueness of individuals and cultures and what is important to them
- L** Leads with transparency through listening to employees and incorporating their feedback
- U** Understands the need for continuous improvement
- E** Encourages employees to prioritize their health and well-being in all aspects



4X Best and Brightest
Companies to Work
For™ Winner



Scan the QR code
to see our
current openings

Our LSS Promise

We create meaningful connections with all employees through a unique set of benefits that recognize and reward their skills, capabilities, and experience.

Work Environment

- Best and Brightest Companies to Work For Winner™ (2021–2024)
- Results-driven best practices
- Flexible scheduling to fit employees' needs
- Person-centered services
- Welcoming and supportive culture
- Collaborative team environment
- Transparent leadership

Employee Benefits

- Competitive insurance options
- Generous paid time off with no waiting period
- Ten paid holidays
- Employer-provided life, short- and long-term disability insurance
- Voluntary benefits (e.g., critical illness, pet care, identity theft protection)
- Employee Assistance Program
- Vendor discounts
- Free Calm app access
- Early wage access via UKG Wallet
- Community fitness options

Professional Development

- Growth opportunities through training, conferences, and meetings
- Continuing education incentives (internships, paid clinical supervision, CEU & exam fee support)
- Leadership support for professional growth and advancement
- Focus on internal promotions
- Real-time job posting access
- Involvement in strategic projects

Financial Rewards

- Market-driven equitable pay
- Competitive pay increases
- Employer contributions to benefits and premiums
- 403(b) match
- Colleague referral bonus program
- Qualified employer for Public Service Loan Forgiveness (PSLF)
- Mileage reimbursement for work travel
- Scholarship and grant opportunities with partner colleges

Company Culture

- Servant-Leadership organization
- Mission-driven
- Values: Compassion, Courage, Co-Creation, Change
- Focus on Equity, Diversity & Inclusion (EDI)
- Employee engagement to strengthen connectedness
- Advocacy and community involvement
- Focus on employee wellness



Act Compassionately.
Serve Humbly.
Lead Courageously.