

Employee Benefits

Columbia takes an entrepreneurial approach to professional development. We help our employees learn, grow and achieve their goals at all stages of their careers by offering them opportunities to develop new skills, hone existing skills, stretch their abilities, and grow in their profession. Our culture and our work environment foster learning and support advancement.

We're with you in supporting employee benefits and professional development

In this spirit, we promote the following initiatives:

- A performance management process that helps employees understand role expectations, supports career development, encourages constructive two-way conversations, and promotes accountability through formal performance reviews conducted at least twice per year
- In-house learning opportunities, including workshops, discussion groups, and presentations
- Off-site training, seminars, and conferences
- Support for participation in professional organizations

In addition to vacation and sick time, we are pleased to offer a comprehensive benefits package, which includes:

- Medical, dental, and vision insurance
- 401(k) plan with industry-leading employer match
- Paid family and medical leave
- Year-end bonus opportunities
- Life insurance
- Flexible Spending Accounts (FSA)
- Tuition reimbursement
- Wellness reimbursement, onsite fitness area, and access to an in-house Wellness Specialist

