

WORKING AT RED DEVELOPMENT

EMPLOYEE PERKS AND BENEFITS OVERVIEW

RED



ABOUT RED

171

TOTAL EMPLOYEES

68

WITH RED 1-5 YEARS

44

WITH RED 5-10 YEARS

18

WITH RED 10-20 YEARS

1

WITH RED 20+ YEARS

WORKING AT RED

RED Development is a finely tuned collaborative team made up of many of the industry's most talented and committed experts. RED has always focused on the quality and diversity of its people and we have a core set of values designed to inform how we behave — as colleagues, as developers, as community stakeholders.

RED Development believes striking the right balance between our personal and working lives is key to a healthy, productive, creative and happy workforce. We're continually updating our perks and benefits to enable employees to achieve their personal and professional goals.

LEARN MORE AT
[REDDEVELOPMENT.COM](https://reddevelopment.com)

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A FEW OF THE BENEFITS AND PERKS OF WORKING AT RED INCLUDE:

- Valley Metro Platinum Pass program, offering employees up to \$75 in fare reimbursement in place of their free parking pass
- Incentives for healthier living through lunch and learn classes, and wellness programs and challenges
- Free covered parking
- Pet insurance
- First Friday breakfasts, including open forums with senior RED executives
- Free annual biometric screenings and flu shots
- Paid half days the day prior to each major holiday
- 8 hours of paid time off for employees' birthdays
- 9 hours of available time off to extend weekends throughout the summer
- RED benefits begin after one month of employment
- RED offers front-loading paid time off, so employees can use it prior to accruing
- 401k match of 50 cents on each dollar, up to 6% of base compensation
- Wellness reimbursement programs and incentives for completing wellness survey
- Quarterly employee engagement events
- RED HQ offers free beverages and snacks, including tea, coffee and infused water

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SOCIAL RESPONSIBILITY AT RED

RED Development's mission in establishing a solid corporate citizenship program is to make a difference in the lives of those that may be in need of any type of assistance - health, finance, poverty, hunger, employment, education, etc. RED has no limitations on the areas we touch to generate and execute positive impact within our society and communities.

Each employee is encouraged to volunteer a minimum of two (2) hours at a special event. An employee's volunteer time is not deducted from their personal paid time off amount. RED also rewards each employee with half of their total volunteer time back in additional paid time off (maximum two hours).

Example: Joe Smith volunteered for four (4) hours total; RED will issue a Certificate of Completion awarding two (2) added hours of paid time off for Joe Smith.

This past June, a group of employees volunteered to help Valley of the Sun United Way with their monthly Project Connect event where human service providers are brought in for individuals and families experiencing a form of homelessness. Each employee was partnered one-on-one to serve as a guide for members accessing these services to help start their journey back to financial stability, housing, health, job placement, food and clothing, etc. The experience was encouraging, uplifting and provided hope for those in our community in need.

Through our corporate citizenship program, employees benefit in collaborating as a team, our communities benefit from the assistance and services provided and RED benefits as a whole, increasing our positive impact in the Valley.

ORGANIZATIONS WE'VE SUPPORTED

