

Describe any perks or benefits, including any forms of SIOP support, that you typically offer graduate students that you hire into these positions. Benefits may include anything from health insurance to paid parking.

Category	Comment
401K	<ul style="list-style-type: none"> • 401(k) after 1000 hours • 401K participation
Bonus/Stock/Company	<ul style="list-style-type: none"> • Cash bonus based on firm profitability • Discounted stock options • 15% discount on stock • Discount in the gift shop • Discounts on partnership products
Data Collection	<ul style="list-style-type: none"> • Access to computers, software, other office materials, copying, & support staff for thesis or dissertation research and preparation • Assistance in connecting to organizations to collect thesis, dissertation, or other research data. Including measures in consulting activities that further their research interests. • Offer some time flexibility and administrative resources/ supplies for conducting dissertation research and related commitments. Provide a research data source in some cases. • Student provided option to work with PhD I-O psychologist to develop dissertation topic that can be integrated with work/ supported by the organization. In which case, student provided access to organizational data
Flex time	<ul style="list-style-type: none"> • Flexible work arrangements are available based on student needs and ability to accomplish objectives with less direct supervision • Flexible hours
General Benefits	<ul style="list-style-type: none"> • We have offered part-time benefits (PTO hours, health insurance, dental, life, 401K) to interns who we knew were going to be with us for the minimum length of time to receive such benefits (5-6 months). We do not automatically make those available to every intern. • If interns hired at 50% time or more (most are), health insurance, vacation and other typical employee benefits are provided on a prorated basis based on schedule. • Health benefits; access to recreation facilities, childcare, Employee Assistance, etc. Generally, they receive all the benefits that a full time employee does.

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Insurance	<ul style="list-style-type: none"> • Health plan • Health insurance • Health insurance • Health insurance for those working more than 30 hours/week • Can purchase major medical and dental insurance through agency • Health/dental • Health insurance, paid vacation and sick time • Benefits may include health/dental insurance
Miscellaneous	<ul style="list-style-type: none"> • Assigned mentor for the duration of the internship • Mid-winter, use of company lake cabin • High speed internet subsidy for home access to internet and firm server • Considering paid social membership at golf club in neighborhood as venue for working with coaching clients • Free pop • We may pay for transportation/parking costs and some meal costs during their internship • Holidays paid • Paid holidays and vacation • Invitations to company parties, occasional free lunches, free use of office resources, such as copy machines. • Student is allowed to use company health center.
Opportunity	<ul style="list-style-type: none"> • Our company is well known, and helps student's build good resumes. Our work is typically very interesting from both a science and practitioner point of view, perhaps more so than other internships. Last, interns have opportunities to work with senior executives. • The opportunity to learn in a dynamic assessment-based consulting environment. • Nice people, interesting work. • Large number of personal contact that are likely to result in job offers • Exposure to client situations. Teaching style of supervision. Informal, individualized advice provided.
Paid Parking	<ul style="list-style-type: none"> • Parking paid • Parking privileges • Paid parking

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Professional Development	<ul style="list-style-type: none"> • Expense reimbursement for attendance at SIOOP convention if presenting • In the past we have paid for interns to attend the local State SHRM conference. • Training opportunities • Some money for books and professional travel • SIOOP travel-related costs are generally paid if the intern is the first author or a presenter on the program • May pay conference attendance for accepted submissions. • SIOOP conferences • Travel to SIOOP conference provided, pending available funds. • Paid for attending SIOOP, and generally a couple meals provided, but student must cover own T&E • paid travel to APA or Division 13 • Partial or full SIOOP support, depending on role in presented research • Paid travel (at government rates + federal per diem) to present at appropriate professional conferences (typically SIOOP, APA, APS, HFES, SWPA, and/or AsMA) • Paid attendance at SIOOP conferences and other training venues may be negotiated. • Two days paid leave to attend SIOOP • Support to attend SIOOP
Relocation	<ul style="list-style-type: none"> • Lump sum of \$500-1000 for relocation • If relocate--provided 3 days pay for relocation assistance • A moving allowance if needed
Training	<ul style="list-style-type: none"> • Any necessary training & development (MS training programs, project management, special coaching on speaking to a business audience) • Availability of internal training programs • Education about online selection systems,
Travel	<ul style="list-style-type: none"> • Paid travel • Pay all travel and expenses (same per diem as full-time employees)
Tuition	<ul style="list-style-type: none"> • Tuition reimbursement • Tuition reimbursement