

What is an Employee Value Proposition?

An EVP is our promise to employees- the unique set of opportunities, rewards, and experiences they receive in return for their skills, contributions, and commitment.

It goes beyond pay and health benefits. It includes everything that shapes the employee experience:

The 5 Core Pillars



WHY IT MATTERS:

- ✓ Differentiate us in a competitive market
- ✓ Strengthen our employer brand
- ✓ Build loyalty, inspiring motivation and commitment
- ✓ Align all messaging (one RTS)
- ✓ Align people strategy with business goals

RTS Employee Value Proposition



Meaningful Impact in a Growing Company

- Every individual plays a role in shaping our success. You won't get lost in layers of hierarchy - you'll see the results of your work.
- Accelerate your growth by taking on meaningful responsibilities earlier in your career.
- As the company scales, so do your opportunities to expand your skills and impact.



Commitment to Innovation

- We thrive on experimenting, learning and building new approaches.
- Develop forward-thinking, cutting-edge solutions and digital transformation initiatives that accelerate customer success and deliver meaningful change.
- Gain hands-on experience with the latest platforms and technologies, ensuring you stay at the forefront of your field.



Authenticity at Work

- We're collaborative, approachable and down-to-earth.
- We build trust and collaboration by keeping it authentic.
- We succeed by valuing different perspectives and experiences.



Flexibility Built on Results

- We strive to offer a flexible work environment that adapts to the needs of our people and the requirements of their roles.
- Our focus is on results - when you deliver, we create space for balance and support for you and your family.



Market-Aligned Benefits

- A thoughtfully designed benefits package that provides quality healthcare, family leave, and modest wellness incentives to help you care for what matters most.
- 401(k) with company match vested immediately to help you plan and invest in your future.