



CONTINUING EDUCATION POLICY

Because you're a high quality individual, we know you're motivated by autonomy, mastery, and purpose a lot more than by money. We want you to become a master of your craft, so we provide each team member with an annual stipend of \$750 to be used towards education, training, workshops, and other events that align with stok's vision.

It's up to you to decide how to spend your stipend – no “approval” necessary. If you've worked anywhere else, you'll probably find this as a surprise, but we actually trust our team members to make smart decisions! If you want guidance on what classes or trainings to attend, your Team and/or mentor(s) are more than happy to help you decide.

If you think you'll need more than \$750 a year to spend on education, don't worry! It's possible to go beyond your stipend, you just need to run it by your Team first. Each Team, with advice from the Finance & Accounting Committee, puts together a budget at the beginning of the year that includes things like certifications, conference attendance, software, books, and networking events for their team members. It's then up to your Team to track expenses and self-manage to that budget throughout the year.

How are you going to find the time to attend \$750+ worth of events each year? Well, that's where our billable structure comes into play. With your 10%, 30%, 50% or 100% non-billable time, you're not just encouraged, but expected to invest in your personal development and continuing education. We'll track your growth through the annual HCC scorecard, which measures things like expertise, desire to learn, and personal improvement. Which means if you really dedicate time to continuing education, you can get a bigger bonus, or maybe even get bumped up the salary matrix. It's a win-win!