

2026 BENEFITS AT-A-GLANCE

OUR QUALITY-OF-LIFE PROGRAM

This program gives all employees the opportunity to balance and enrich their lives, and to create a supportive work environment. The program integrates a number of components, including Paid Time Off (PTO) and flexible work schedule.



PAID TIME OFF (PTO)

Little provides a generous PTO program in which employees can use their days off however they choose – sick, vacation, personal and holidays. The total number of PTO days received depends on length of service (prorated for partial years worked – first and last year of employment).

PTO BASED ON LENGTH OF SERVICE	
Years Worked	Number of Days Off
0-3	25
4-7	30
8-10	35
10+	Unlimited

HEALTH INSURANCE PROVIDERS

Plans	Provider	Benefit
Medical & Prescription Drug Plan	Cigna	Two plan options: one high-deductible health plan with health savings account and one copay plan.
Dental Plan	Delta Dental	Visit any dentist of your choice but save money utilizing the Delta Dental Network.
Vision Plan	EyeMed	Utilize the Insight Network of providers to save on eye care.

HEALTH PLAN CONTRIBUTIONS

Plan*	MEDICAL		DENTAL		VISION
	HDHP w/ HSA	Copay Plan	CORE	BUY-UP	CORE
Employee	\$58.67	\$175.20	\$22.68	\$29.33	\$5.43
Employee & Spouse	\$198.06	\$411.94	\$46.01	\$63.24	\$10.31
Employee & Child(ren)	\$157.05	\$344.94	\$58.01	\$65.48	\$18.85
Employee & Family	\$288.91	\$590.22	\$81.33	\$99.20	\$15.95

*Insurance Premiums are taken out of the first 2 paychecks per month, total of 24 deductions per year.



Little's Brand Promise
ELEVATING YOUR PERFORMANCE
RESULTS BEYOND ARCHITECTURE

RETIREMENT PLANNING

Little provides a retirement plan to all employees that consists of two elements: a 401(k) plan and a discretionary profit-sharing plan. Company contributions may be made through the profit-sharing plan, and employee contributions (salary deferrals) are made through the 401(k) plan. Employees who meet the eligibility requirement (21 years of age) are eligible to participate immediately upon hire. The profit-sharing contribution is evaluated annually based on Company performance and regulated by Internal Revenue Code. Upon eligibility, the Company's contribution, if applicable, is based on employee annual base earnings paid during the period of eligibility. The employee's and the Company's contributions are 100% vested when made.

LIFE AND DISABILITY

Little provides all full-time employees with Basic Group Life insurance in the amount of \$50,000, as well as short-term and long-term disability coverage at no cost to the employee. Additional voluntary life insurance coverage is also available for the employee as well as the employee's spouse and children.

OTHER BENEFITS



Spending Accounts

Medical, dependent care and qualified transportation expense reimbursement accounts offered on a pre-tax basis



Employee Assistance Program (EAP)

A confidential Employee Assistance Program available 24/7



Professional Licensing Reimbursement

Payment of professional licensing/registration/certification fees, as well as annual national, state and local professional organization dues



Exam Prep Reimbursement

Little commits to reimbursements of up to \$500 in licensure exam preparation across the duration of examination going forward for Architects, Engineers, and Interior Designers.



LITTLE, recognized as one of the “**Best Firms to Work For**” nationally by a leading industry organization, is committed to having the best team of highly talented, highly motivated professionals, so we strive to provide our employees with the freedom, flexibility and resources needed to make the choices that work best for their life. In addition to a comprehensive benefits package that includes health, dental, life and disability insurance, Little offers a generous Paid Time Off (PTO) program, a tax-deferred 401(k) plan, telecommuting opportunities, and an Employee Assistance Program (EAP) to all employees.