



Investing in you

Professional growth, wellbeing, and culture benefits at NOCD

We know that meaningful work starts with feeling valued, cared for, and empowered. Our benefits are designed to help you thrive—whether you're focusing on your health or pursuing personal goals while advancing your career at NOCD.

Health + wellbeing

Paid Time Off (PTO)

20 days per year (accrued over time)
Rollover up to 1.5x yearly accrual
+1 day per year at NOCD.

Paid holidays

NOCD observes 11 company holidays. Eligibility is contingent on your agreed upon working days.

Parental leave

Eligible employees will receive up to up to 12 weeks of 100% paid parental leave for the birth, adoption, or the start of fostering a child

Paid sabbatical

Every 5 years Therapists qualify for 30 days paid leave

Health insurance

NOCD offers medical, dental, vision, short-term and long-term disability, life insurance as well as FSA and HSA options. Employees are eligible for most benefits on the first day of the month post-employment.



Peloton subscription

Access to classes in meditation, yoga, walking, strength, and more

Employee Assistance Program (EAP) Benefits

- Mental health: 3 sessions per year
- Legal: Free consultations, reduced fees
- Finance: Connect with a financial professional
- Well-being coaching: 5 sessions per year
- Family resources: Assistance and referrals for child/elder/pet care, adoption, education
- Estate planning: Guidance documents

Career advancement + compensation

401(k) with company matching

Up to a 4% match starting in month 3.

Impact earnings

Predictable quarterly earnings on top of base salary, with additional multipliers based on performance and outcomes. On average therapists earn \$12K+ more each year.

Career pathways

- Annual salary reviews keep pay market-competitive
- Therapist advancement roles (Senior, Distinguished, Ambassador), with transparent criteria and a guaranteed base salary increase at promotion

Professional development

- Specialized ERP training for OCD and related conditions
- Additional state licensure (fee reimbursement, states assigned by NOCD)
- IOCDF conference sponsorship every 3 years
- Malpractice insurance covered

Culture + perks

Life Changers Club

Sponsored trip for top performers + guest after 1 year

Caseload control

Option to adjust evening and weekend hours and monthly new Member load by meeting clinical requirements

Unlock Noto Pro

Streamlined dashboard controls after 3 years

Community engagement

Affinity groups, committees, game nights, virtual breakrooms, friendly contests and culture events.

Employee recognition

Anniversary gifts + reward credits for the NOCD store

Additional support

External monitor provided to ensure an optimal desktop setup for training participation and conducting Member sessions



Disclaimer: Our benefits, health and wellness plans, and employee programs are subject to eligibility requirements, plan terms, and applicable policies. NOCD reserves the right to modify, amend, or discontinue any benefit, plan, or program at its discretion, to the extent permitted by law. All benefits are administered in accordance with applicable federal, state, and local laws.