



This information provides prospective team members an overview of some of the benefits we offer. More in-depth information is provided to new team members at time of hire.

Our employees prove every day that they care about the Company. We believe that through our actions and work life solutions we prove that...

**The Feeling is Mutual.**

## Work Life Solutions and Benefit Programs

In addition to providing meaningful work, we are dedicated to providing meaningful benefit programs and services that help you and your family navigate your work life and life style. Our programs are flexible and geared toward providing peace of mind associated with good health, wellness, financial protection and retirement saving. We know you bring your whole and unique self to work, and we support that notion with flexible programs that address the diverse needs of our team and enrich your daily work experience.

Core Benefit Programs	Paid By	
	Mutual Trust	Employee
Medical/Prescription Coverage	✓	✓
Dental Coverage	✓	✓
Vision Coverage	✓	✓
Short-term Disability	✓	
Long-term Disability	✓	
Traditional & Roth 401(k) w/ Company Match	✓	✓
Discretionary Additional Match	✓	
Profit Sharing	✓	
Life Insurance	✓	



Voluntary Benefit Programs	Paid By	
	Mutual Trust	Employee
Supplemental Life Insurance		✓
Dependent Life Insurance		✓
Medical Flexible Spending Accounts		✓
Dependent Care Flexible Spending Accounts		✓
Health Screening	✓	
Team Charity Events	✓	
Flu Shots	✓	

Work Life Solutions	Paid By	
	Mutual Trust	Employee
Generous Paid Time Off	✓	
PTO Donation and Purchase Programs	✓	✓
8 Paid Holidays, 2 Floating Holidays	✓	
On-site Exercise Facility	✓	
Employee Assistance Program	✓	✓
Tuition Reimbursement	✓	
Professional Development	✓	
Recognition Rewards Programs	✓	
Subsidized Cafeteria on Site	✓	
Dry Cleaning Service		✓



And Much More!	Paid By	
	Mutual Trust	Employee
Volunteer Time Match	✓	✓
Charitable Giving Match	✓	✓
Dinners to Go Program		✓
Computer Purchase Assistance	✓	✓
Casual Jeans Day	✓	
Quarterly Lunch and Learns	✓	
Employee Referral Bonuses	✓	
Lending Library	✓	
Blue Ocean Brain (brain health!)	✓	
Wellness Activities and Programs	✓	
Summer Hours	✓	

