

## Employee Benefits

Benefit	Company	Coverage by MOWNM	Full Time (30+ hours)	Part Time (15+ hours)
<b>Dental</b>	Principal	100%, including family	✓	✓
<b>Vision</b>	Principal	100%, including family	✓	✓
<b>Major Medical</b>	United Healthcare	85% employee / 25% dependent coverage	✓	X
<b>Accident</b>	Principal	Administrative fees	✓	✓
<b>403(b) + Investment Planning Services</b>	Nationwide	Up to 3% employer match @ EOY + free investment planning services	✓	✓ (minimum hours requirement)
<b>Life and AD&amp;D</b>	Principal	\$50,000 benefit	✓	✓
<b>ST/LT Disability</b>	Principal	100%	✓	✓
<b>Employee Assistance Program (EAP)</b>	NexGen	100%, including family	✓	✓
<b>Yearly COLA Raise</b>	MOWNM	At minimum, yearly cost of living adjustment	✓	✓
<b>Universal Bonus Program</b>	MOWNM	Up to \$600 per year	✓	✓
<b>Tuition Reimbursement</b>	MOWNM	Up to \$1,000 per year after 12 months of employment	✓	X
<b>Clothing Reimbursement</b>	MOWNM	Up to \$50 per year	✓	✓
<b>Free Daily Lunch</b>	MOWNM	Free lunch from the hot line each day you work	✓	✓
<b>Student Loan Forgiveness Eligible</b>	US Government	N/A	✓	✓
<b>Generous Time Off:</b>	MOWNM	17 holidays + vacation + sick	✓	✓
➤ <b>DEI Holidays</b>	MOWNM	Employee choice, up to 3 days per year	✓	✓
➤ <b>Personal Day</b>	MOWNM	1 day per year	✓	✓
➤ <b>Holidays</b>	MOWNM	13 paid holidays (all Federal holidays + an additional day each for Thanksgiving and Christmas)	✓	✓
➤ <b>Vacation</b>	MOWNM	10 – 20 days yearly PTO, depending on length of service. Up to 40-hours carryover each year	✓	✓
➤ <b>Sick Leave</b>	MOWNM	Accrue up to 190 hours	✓	✓