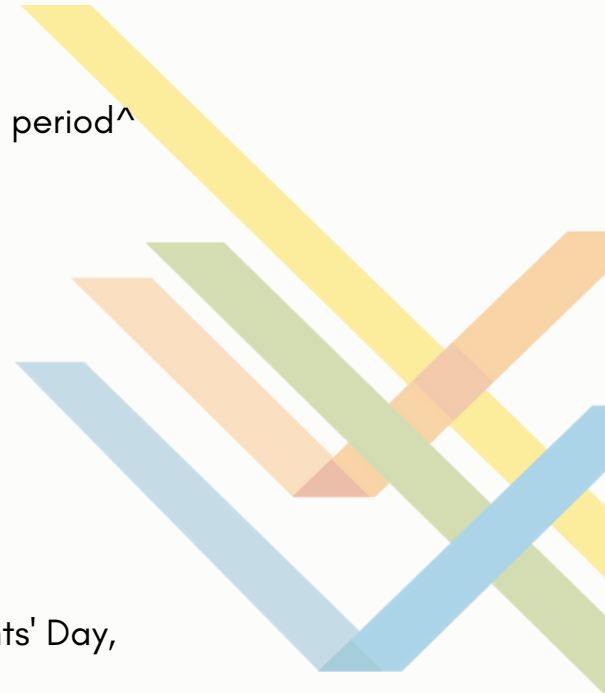


# Employee Benefits

- **Medical Insurance**
  - Paid in full for yourself and family through Kaiser Permanente\*
- **Dental Insurance**
  - Paid in full for yourself and family through MetLife\*
- **Retirement Plan** with 9.5% employer contribution and vesting period^
- **Disability and Life Insurance** through the Hartford Group\*
- **Employee Assistance Program (EAP)**
- **Professional Development**
  - Training opportunities provided through all staff and team training efforts
  - Access to LinkedIn Learning\*
- **14 Annual Paid Holidays**
  - New Year's Day, Dr. Martin Luther King's Birthday, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, 3 Personal days per year
- **Vacation**
  - Accrues 10 days per year (year 1)
- **Sick Leave**
  - Accrues 12 days per year
- **Mileage Reimbursement**
  - Mileage paid at standard IRS rate



\*Benefit provider as of 2023

^subject to change

