

# Culture & Wellbeing Strategy

## Vision

Offer a challenging and rewarding career path and safe work environment where employees can grow personally and professionally.

## Mission

Support our employees in their personal and professional growth by providing resources in each area of wellbeing: physical, mental, social, professional, financial and community.



Physical Health Financial Wellbeing	Mental Wellbeing	Professional Growth and Development	Social & Community Involvement
<ul style="list-style-type: none"> <li>• Medical and prescription coverage</li> <li>• Dental coverage</li> <li>• Vision coverage</li> <li>• Flu shots</li> <li>• 401(k) plan &amp; 100% match up to 3%</li> <li>• Employer Paid Life &amp; AD&amp;D insurance</li> <li>• Additional employee paid Life &amp; AD&amp;D insurance</li> <li>• Employer paid long term disability</li> <li>• Flexible spending account</li> <li>• Dependent care flexible spending account</li> <li>• Health savings account</li> </ul>	<ul style="list-style-type: none"> <li>• ID theft protection</li> <li>• Competitive Paid Time Off</li> <li>• Paid Holidays</li> <li>• Flexible Holiday schedules</li> <li>• On-demand therapy and mental health coaching*</li> <li>• Improve mental resiliency</li> <li>• Free Headspace, Calm and myStrength Apps.</li> <li>• Quarterly Wellbeing news letters</li> </ul>	<ul style="list-style-type: none"> <li>• Employee recognition programs</li> <li>• Safety training program</li> <li>• Continuing education training / reimbursement</li> <li>• Summer paid internships with job opportunities</li> <li>• Career path</li> <li>• Growth and development opportunities</li> <li>• Mentor program</li> <li>• Safety Committee</li> </ul>	<ul style="list-style-type: none"> <li>• Annual picnic</li> <li>• Turkey give away at Thanksgiving</li> <li>• Office Holiday parties/ Field</li> <li>• Team BBQs</li> <li>• Employee appreciation gift program</li> <li>• Food drives and food bank donations</li> <li>• Donated to local charities</li> </ul>

\*For health plan enrollee's only