


### Company Paid Benefits:

- **Long-Term Disability Coverage:** We are pleased to offer long-term income protection through Lincoln Financial Group for Full Time Team Members in the event you become unable to work due to a non-work-related illness or injury.
- **Basic Term Life and AD&D Insurance:** We are pleased to offer Basic Term Life and AD&D benefits through Lincoln Financial for Full Time Team Members.
- **Team member Assistance Program:** All Team Members have access to our Team member Assistance Program through Life Services. This program is free and confidential to help you and your family members with issues such as Depression/Stress/Anxiety, Drug/Alcohol Issues, Financial Problems and Legal Services.
- **Wellness Program:** We have designed a program for all team members, providing support and resources, to keep you and your entire family physically and mentally healthy. Incentives and prizes are available to participants enrolled in Anthem medical coverage.

### Health Care Benefits:

- **Medical Coverage:** We are pleased to offer you 2 excellent medical plan choices through Anthem Blue Cross Blue Shield. We have carefully selected these plans allowing you to match the appropriate level of coverage to your/your family's needs.
- **Dental Coverage:** We are pleased to offer two dental plans through Lincoln Financial Group.
- **Vision Coverage:** Our vision plan is through VSP, the nation's leading vision provider.

### Additional Benefits:

- **Voluntary Short-Term Disability:** This option provides short-term income protection in the event you are temporarily out of work due to accident, nonwork related injury or, illness.
- **Term Life Insurance Coverage:** Term Life Insurance is available for team members, spouse and children through Lincoln Financial Group.
- **Flexible Spending Account (FSA):** Our Healthcare and Dependent Care FSAs allow you to save taxes on the money you set aside for healthcare and dependent care expenses.
- **Pet Insurance:** Keep every member of your family safe and protected with Nationwide-My Pet Protection. We offer a 5% discount on plans and allow deductions through payroll.
-  **Recovery Friendly Workplace Designation:** We is committed to creating a healthy, safe and stigma-free work environment. As part of this commitment, we have voluntarily chosen to participate in the NH Governor's Recovery Friendly Workplace (RFW) Initiative. This initiative encourages collaboration between employers, Team Members and their communities to create positive change and eliminate barriers for those impacted by addiction. Our hope is to look for similar opportunities in each of the states in which we operate and advocate for programs in those where they are not available. We invite and encourage all Team Members to reach out for help and support.

### 401K and Financial Wellness:

- **401(k) Retirement Plan:** Full Time Team Members are eligible to participate in our 401(K) Retirement Program, with a generous Company Match. We offer both Pre-tax 401(k) and Post-tax/Roth 401(k), Retirement Plans through Fidelity Investments Wealth Management.

- **Financial Planning:** In conjunction with Morgan Stanley, we offer free financial planning services available to all team members.

#### Personal Time Off:

- **Personal Time Off:** Full-Time Team members will be awarded a generous PTO package after the 90 introductory period with additional PTO awarded each January.
- **Holidays:** We are proud to observe major holidays with a paid day off for Full-Time Team members such as Memorial Day, 4<sup>th</sup> of July, Labor Day, Thanksgiving, Day After Thanksgiving\* (Observed by Driverge Only), Christmas Eve\*, Christmas, and New Year's Day.

#### Additional Perks:

- **Social Responsibility Hours:** We are proud to offer up to 24 hours\* of paid time to help volunteer in your community – whether it is going to a food pantry or soup kitchen, we are here to support the communities we serve.
- **Safety Reimbursements:** Reimbursements for steel toed boots\*, RX safety glasses, and OSHA approved hearing protection available.
- **Presidents Club:** Rewards for top sales performance of Certified Mobility Consultants, Commercial Vehicle Consultants, and Inside Sales Reps. New Programs for additional incentives are available on an on-going basis.
- **Tuition Reimbursement:** Take advantage of our Tuition Reimbursement Program and position yourself for upward mobility in the company!
- **Anniversary Recognition:** Team members will receive recognition on milestone anniversaries per our longevity program.
- **LOVE IT Awards:** Each year we nominate team members who exemplify our core values each day in everything they do. Finalists are voted on and can receive additional rewards including cash bonuses, additional PTO, and their name on a plaque at our Support Center.

*\*Certain benefits may vary by company and employment status, please inquire for more information at [humanresources@mobilityworks.com](mailto:humanresources@mobilityworks.com)*