



meeting
expectations®

ADVANCING YOUR STORY

AN ETHERIO COMPANY

Paid Time Off

8 Holidays



Soft Close

Flexible
Schedules



Flexible
Spending



Company Culture & Social Benefits



Holiday Party
& Summer
Education

Education &
Training
Funds



Health & Life Insurance Benefits



Wellness,
Medical, Dental
& Vision

BEING PART OF THE TEAM

Benefits at Meeting Expectations

meetingexpectations.com



PAID TIME OFF & SOFT CLOSE

PTO/Sick Day Accruals in Years *(based on 8 hr. days)*

YEARS EMPLOYED	0-2	2-4	4-7	7-10	10+
DAYS ACCRUED	14	17	20	24	30

**You may rollover up to 5 days only on your annual hire date.*

8 Holidays

with early dismissal days
+ 1 floating holiday

Soft Close

This is the week between Christmas and New Year. You may have the option to work from home.



HEALTH BENEFITS

A variety of health plans, including medical, dental, vision, voluntary life, pet insurance and a wellness program, are provided.

Life Insurance

Basic life insurance and accidental death and dismemberment are provided at no cost.

Short & Long Term Disability Insurance*

If you work 30 hours/week, short and long term disability coverage are provided at no cost.

Humana Go365

A personalized wellness and rewards program available to help motivate and reward you to make healthier choices for life.

Paid Time Off & Soft Close

HOLIDAY SCHEDULE

Meeting Expectations employees enjoy eight paid holidays.

FLOATING HOLIDAY

This 8 hr day, can be split into 2 half days: 4 hr. + 4 hr.

HOLIDAY EARLY DISMISSAL

For the work day prior a holiday and where applicable, employees can leave 2 hours before their normal work day schedule would end.

SOFT CLOSE

You are not required to come in unless you have a business or client need that must be addressed.

Health & Life Insurance Benefits

Optional plans provided also include Flexible Spending Accounts, TransAmerica Accident, Cancer and Hospitalization plans, an Employee Assistance Program and LegalShield.

*Since the Short and Long Term Disability premiums are paid by Meeting Expectations, the benefit payment to you would be taxable as ordinary income.



COMPANY CULTURE & OTHER BENEFITS

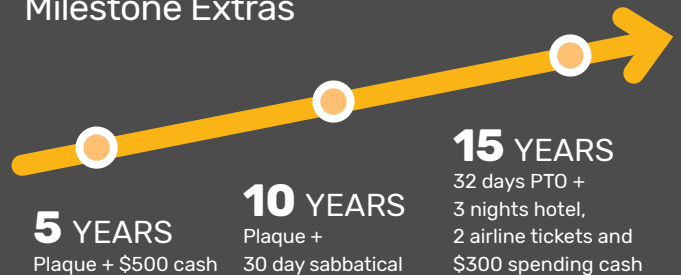
- Casual Dress Thursdays and Fridays
- Up to a 3% 401K Match for Your Retirement
- Five Year Vesting Schedule for 401K Match
- Education and Training Funds
- Staff Education, Holiday Party & Monthly Birthday Celebration
- Flexible Work Schedules & Telecommuting
- Free Parking



2019 KICKBALL TOURNAMENT

Unless otherwise agreed upon in writing between the company and the employee, health, and life benefits are provided to eligible full-time (scheduled to work 30 or more hours per week) employees who have worked at the company a minimum of 60 days.

Company Culture & Social Benefits Milestone Extras



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