

# CHOICE ONE BENEFITS

## Enjoyment

### Anniversary Trips

With every five years of service, you will get an anniversary bonus and extra vacation days to take a trip on Choice One!

### Company Trips

Every 2 years, Choice One plans a weekend trip which all employees and spouses are invited to attend.

### Enjoyment Checkups

Meet with your Developer twice per year to re-align your goals to what will give you fulfillment in your job

### Flexibility

Flexible Work Hours and Work from Home Flexibility as needed.

### Relaxed Work Environment

Wear your Choice One Greens and dress pants or jeans!

### Open Concept Office Layout

Large cubicles to encourage collaboration and just getting to know your co-workers. Switch desks every year.

### Transparency

Financial Transparency (including financial literacy training) and Open-Book Management.

### Events & Activities

Activities including company picnics, game night, March Madness, golf outings, offsite meetings, and much more!

## Additional Money

### Bonuses

Quarterly Profit-Sharing Bonuses

### Ownership

Opportunity after 3 years of employment

### 401k Contributions

Matching up to 5.5%. (100% of first 3% and 50% of next 5%.)

### Cell Phone Program

Join our phone plan for a free unlimited plan and \$100 towards a new phone every 2 years.

## Time Off

### 7 Paid Holidays

New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Day After Thanksgiving, Christmas Day

### Paid Time Off

120 hours for years 1-5; 160 hours for years 6-15; 200 hours for years 15+

## Insurance

### Health Insurance

United Health Care- Employer paid premium for employees.

### Health Savings Account

HSA enrollment available upon signing up for health insurance coverage

### Life Insurance

Principal Life- Employer paid, coverage 1x annual salary

### Short Term Disability

Up to 6 weeks paid at 60% of your regular wages up to \$750 per week.

### Long Term Disability

Principal- 60% wages up to \$5,000 per month

### Supplemental Insurances

Dental, Vision, Teledoc, additional life, and additional disability insurance available for purchase

## Wellness

### Wellness Program

\$45 per month for participation in the program. Can include mental or physical wellness. You set your own goals and work towards them throughout the month to earn your incentive.

### Blood Drives

Quarterly Onsite Blood Drives

### Breaks

1-Hour lunch break and encouraged walking breaks

### Stand Up Desks

Option to sit or stand. Standing proved to boost mood, reduce back pain, improve posture, etc.

## People Development

### Group Coaching

Join a group if you choose. A certified life coach meets with each group monthly.

### Leadership Training

Activating Professional Management and Exploring Conscious Leadership offsite trainings.

### Financial Literacy Training

Offsite training to understand the "Choice One Great Game", our transparent financial model.

### Lunch and Learns

Keep up on your P.E. credits with frequent onsite lunch and learns (free lunch!)

### Tuition Reimbursement/Seminars

If you choose to take classes or attend a seminar that will benefit you and Choice One, we will reimburse it!

### Appreciation & Working Genius

Find your preferred language of appreciation and working genius to show us how we can appreciate you and utilize your natural strengths.

### Choice One Library

Help yourself to a variety of books, audio books, etc. that we have available.

## Give Back

### Charity by Choice

8 hours paid for charity work and \$100 to donate to a charity of your choice each year.

### Charity Cup

Charity Event that Choice One holds twice per year and matches donations dollar for dollar to donate to a local charity.

### United Way Day

Spend the day donating your time to United Way with your co-workers!

### Habitat for Humanity

Spend the day working with co-workers for Habitat for Humanity!

### Donation Matching

We encourage employees to make donations to their local United Way by matching their donation to double the amount donated.