



# BENEFITS SUMMARY

## WORK/LIFE BALANCE



Moss' unique company culture fosters a stable and passionate workforce. How do we know our culture is special? Our employees tell us. Our core values of honoring relationships, embracing opportunities, innovating to overcome challenges, and contagious energy make every Moss team member a part of the family.

### MOSS TEAM MEMBERS RECEIVE



#### COMPENSATION

##### **Bonus**

All positions eligible for bonus\*

##### **401k**

Eligible to contribute up to IRS annual limit

##### **401k Match**

Eligible to contribute up to 10% of base salary, company matches 50%

##### **Profit Sharing**

Up to 5% of base salary

##### **Life Insurance**

Cigna up to 2X of base salary\* – 100% company paid



#### HEALTHCARE

##### **Medical**

Cigna – 75% company paid

##### **Dental**

MetLife – offered at discounted rate

##### **Vision**

United Healthcare – offered at discounted rate



#### BALANCE

##### **Vacation**

Starting at 2 weeks, up to 4 weeks\*

##### **Paid Holidays**

7 days, 1 float day

##### **Short Term Disability**

100% of base salary – 90 days

##### **Long Term Disability**

60% of base salary

##### **Maternity Leave**

4+ weeks paid\*

##### **Paternity Leave**

Up to 4 weeks paid



#### ENRICHMENT

##### **Team Building Events**

Have fun

##### **Training & Development**

Offered and available, required for all PEs

##### **Tuition**

##### **Reimbursement**

Up to \$10k reimbursed\*



#### EXTRAS

##### **Mobile and Data Plan**

Discount available or full reimbursement\*

##### **Vehicle Allowance**

Vehicle provided or allowance eligible for select positions\*

##### **Employee Assistance Program**

Confidential support services\*

\* Details within our company handbook.  
If you have any specific benefit questions, please email [benefits@moss.com](mailto:benefits@moss.com)



**MOSS**

# EMPOWER TO CREATE THE EXCEPTIONAL

## CORE VALUES

### HONOR RELATIONSHIPS

Care about the safety, well-being, and success of our families and business partners

### ENTREPRENEURIAL SPIRIT

Embrace opportunities, innovate, and overcome challenges

### CONTAGIOUS ENERGY

Work hard, be nice, have fun!

## DAILY CULTURE

TRANSPARENT

NON-BUREAUCRATIC

ENTREPRENEURIAL

**FUN**

FAMILY ATMOSPHERE

RESPECTFUL

APPROACHABLE

DIVERSE WORKPLACE

