

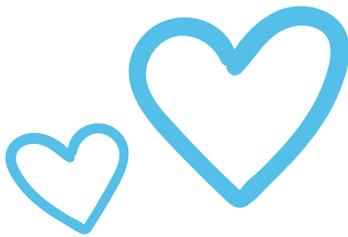
**mixte**

# Our Benefits

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## 01 | Heart

### Your Health



- A company-sponsored comprehensive medical and vision health plan with 75% premiums paid
- 100% company-sponsored dental plan
- 100% company-sponsored life, long term and short term disability insurance
- #AwesomenessAwareness — that's our way to lift up our people for the amazing stuff they do every day. It's random. It's regular. It's our thing & we'll stick by it.
- We take every opportunity we can to bond and enjoy each other's company. We have a fun theme for every year.

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## 02 | Balance

### Your energy

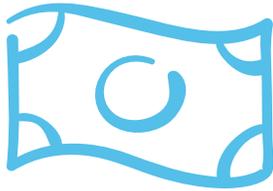


- A Four Day Work Week with Mondays or Fridays off @ full pay
- Flexible work schedule
- 3+ months of parental and family leave
- Ongoing compassion and space for your mental health
- At least two weeks of vacation, accrued monthly (and more the longer you work with us)
- Two floating holidays of your choice
- Company-wide paid holiday closure between December 25 and January 1
- Six days of wellness time every year
- The day off for your birthday (or the Friday/Monday if it falls on a weekend). Even if you don't celebrate it, we're glad you were born!

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### 03 | Pay

## Your compensation and productivity



- A retirement savings account matching up to 3% of your salary
- An equitable salary structure
- Monthly internet/cell phone reimbursements
- A stipend for your perfect work from home set-up
- A MacBook Pro so you can really work from anywhere, including a second screen and risers for optimal efficiency and healthy posture
- 5% commission on the monthly retainer your leads that turn into clients, for the life of that client

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### 04 | Growth

## Your professional development



- Ongoing professional learning and development opportunities
- The ability to build your dream future by designing your own career path and upskilling on the job with us
- The promise to never leave you wondering if you're doing a good job. Everyone gets a 30-60-90 day plan when they start, followed by a quarterly action plan aligned with regular Emotional Intelligence and functional based check in (MixteMAPS)

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### 04 | Culture

## Your values at work



- Paid volunteer time to support your civic and community participation a monthly contribution on your behalf to a client of YOUR choosing
- Input on the clients we work with and which ones we can let go of (or never allow in our work space)
- An annual company retreat to kick off every new year
- Transparency from leadership on company vision, financials and decision-making
- The ultimate connectivity for work from home culture: weekly 15-minute team huddles, regular Superstar check-ins with your manager, and monthly staff meeting with the entire team
- Regular #MixteConnects chat times