

mixte

Our benefits

01

Your health

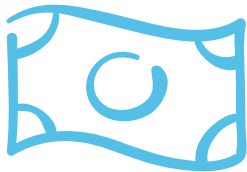


Heart

- A company-sponsored comprehensive medical and vision health plan
- 100% company-sponsored dental plan
- 100% company-sponsored life and disability insurance
- 10 holidays and two floating holidays of your choice
- Company-wide paid holiday closure between December 25 and January 1
- One week of sick time every year

02

Your compensation and productivity



Pay

- A retirement savings account matching up to 3% of your salary
- An equitable salary structure with ranges and levels regardless of role
- Cell phone and remote work stipends
- A review of your work-from-home set up with company-paid upgrades so you can be a badass executive from your home
- A MacBook Pro so you can really work from anywhere, including a second screen and risers for optimal efficiency and healthy posture
- 10% commission on the monthly retainer for leads that turn into clients, for the life of that client
- Annual bonuses

03

Your smile



Joy

- #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 have fun as a team. We have a fun theme for every year. We take our lack of seriousness that seriously.
- And just in case, we make sure to organize quarterly company team building events
- At least one virtual happy hour every week because breaking bread together, even remotely, brings people closer together

04

Your professional development



Growth

- A stipend for 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 6-month action plan aligned with promotional and financial benefits and annual reviews
- 360-degree reviews of everyone in the company, so you get to review your boss and the CEO, too
- A formal, anonymous annual review of Mixte to guide the strategic direction of the company and to inform what area(s) we should focus on in the next year, with results that we share publicly
- The ultimate connectivity during remote work: a daily 15-minute standing huddle, weekly Superstar check-ins with your manager, and a weekly staff meeting with the entire team

05

Your values at work



Company culture

- Paid volunteer time to support your civic and community participation
- Input on the clients we work with and which ones we can let go of
- An annual company retreat to kick off every new year
- Transparency from leadership on company vision, financials and decision-making
- A casual work environment (because, as our French-speaking colleagues remind us, "L'habit ne fait pas le moine")
- Being recognized as a bike-friendly business by the League of American Bicyclists — because, in the grand scheme of things, we avidly believe in the good things that get unlocked through two-wheeled movement

06

Your energy



Balance

- Flexible work schedule
- Up to 3 months of parental and family leave
- The option to work from anywhere
- Compassion and space for your mental health

SO WHAT DO YOU SAY?
ARE YOU OUR NEXT SUPERSTAR?

Visit gomixte.com to learn more.