

mixte

Our Benefits

01 | Heart

Your Health



- A company-sponsored comprehensive medical and vision health plan with at least 70% premiums paid
- 100% company-sponsored dental plan
- 100% company-sponsored life and 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.

02 | Balance

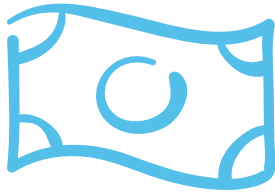
Your energy



- Flexible work schedule
- Up to 3 months of parental and family leave
- Ongoing compassion and space for your mental health
- Two weeks of vacation, accrued monthly (and more the longer you work with us)
- 12 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
- 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!

03 | Pay

Your compensation and productivity



- A retirement savings account matching up to 3% of your salary
- An equitable salary structure with ranges and levels
- Monthly data/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
- 10% commission on the monthly retainer (or certain shorter term projects) for your leads that turn into clients, for the life of that client

04 | Growth

Your professional development



- 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 quarterly action plan aligned with regular Emotional Intelligence and functional based check in (Mixte MAPS)

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: a daily 15-minute standing huddle, weekly Superstar check-ins with your manager, and bi-weekly staff meeting with the entire team
- We organize regular #MixteConnects happy hours