

Our purpose is to provide opportunities that help people thrive using their God-given abilities.

MOUNTAINSEED

EXPERIENCED. CREDIBLE. SECURE.

MountainSeed 2022 Benefit Program

Our Core Values

Be a Self-Starter | Be a Team Player
Don't be an optimist or a pessimist- Be a patriot
Do It Right | Be humble

We believe that work doesn't necessarily have to be *work*. At **MountainSeed**, you'll join some of the country's most talented people at a company that has been named the BEST Places to Work in Atlanta (Atlanta Business Chronicle 2020). In addition, MountainSeed has received these awards to date: Atlanta's 2nd fastest-growing private company in Commercial Real Estate as part of the 2021 Atlanta Business Chronicle PaceSetter awards, Best & Brightest 2021 Award Winner (Atlanta and National) and Inc. 5000.

Having a balance between work and personal life is essential to maintain the great culture at **MountainSeed**. That is why we designed a benefits package to support you. We combine vacation and sick time into one rich Paid Time Off (PTO) policy. All benefit eligible employees accrue 15 days of PTO a year. The Health & Welfare Benefits are available to full-time employees (30+ hours per week) and effective on the first of the month following 30 days of employment.

Cigna Medical	Buy-Up	Mid	Base
Plan Description	POS	POS	POS
Individual Annual Deductible	\$1000	\$3500	\$5000
Coinurance (Plan Pays)	100%	80%	100%
			HSA Qualified
Employee Bi-Weekly Cost			
Employee Only	\$98.36	\$65.82	\$51.71
EE+Spouse	\$399.45	\$331.55	\$257.27
EE+Child(ren)	\$362.64	\$301.21	\$234.00
EE+Family	\$523.28	\$430.92	\$330.92

Company Holidays
New Year's Day*
Martin Luther King Day
President's Day
Memorial Day
Juneteenth Day
Independence Day
Labor Day
Columbus Day
Veteran's Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day
Floating Holiday (your choice – Manager approval required)
*2022 New Years Day handled as an additional floating holiday

Simple Dental	Gold	Silver	Vision Plan
Annual Maximum Reimbursement	\$2000	\$1000	\$10 Exam Copay; \$130 frame/contact allowance
Orthodontics	100% first \$300; 60% remainder; \$1500 max children & adults	100% first \$250; 50% remainder Not covered	
Employee Bi-Weekly Cost			
Employee Only	\$9.42	\$4.15	\$0.00
EE+Spouse	\$29.24	\$18.70	\$2.95
EE+Child(ren)	\$30.65	\$18.70	\$3.01
EE+Family	\$54.40	\$36.17	\$6.56

100% Company Paid Benefits

- Short-term Disability
- Long-term Disability
- \$50K Basic Life/AD&D
- Employee Assistance Program (EAP)
- Dave Ramsey Smart Dollar Program & Tools

401(k) Savings Plan

- Contribute 1st of month after 30 days
- Company match = 100% up to 3%; 50% on next 2% with immediate vesting

Voluntary Benefits (Employee Paid)

- Accident
- Critical Illness
- Cancer
- Pet Insurance
- Legal Assistance Benefit
- Identity Theft Protection