



2023 BENEFITS PROGRAM



Committed | Adaptable | Growth Minded | Caring



AWARD-WINNING CULTURE & IMPACT

- Up to \$2,000 in firm donation matches per year
- One week of Volunteer Time Off (VTO) per year
- Community volunteer events
- Annual budget for regional team giving
- Board membership dues covered
- Rated a Top 300 Impact Company worldwide by Real Leaders
- Professionally supportive, award-winning, fun, family-friendly culture
- **An annual team retreat for employees nationwide** 
- Holiday Party
- Rated Best Places to Work by FORTUNE, Great Place to Work, Inc. Magazine, InvestmentNews, Pacific Coast Business Times, and Women's Choice Awards.

HEALTH & BENEFITS PACKAGE

- 100% Employer-Paid Medical and Vision Coverage
- Dependent Medical Coverage Contribution
- Direct Dental Reimbursement (80%)
- Basic Term Life Insurance
- Anthem Wellness Program
- Flexible Spending Accounts for both Dependent and Medical Care
- Short-Term and Long-Term Disability Insurance
- Paid Family Medical Leave (1 week)
- Paid Sabbatical Leave (after 10 years)
- Paid Paternal Leave (4 weeks)
- Adjustable Stand-to-Sit Desk Setups
- Option to Work from Home
- Employee Assistance Program



INVESTING IN YOU

- Competitive Base Salary
- Bonus Plan (based on firm growth)
- Safe Harbor 401(k) with Roth 401(k) option
- Profit-Sharing Plan
- Starting at 3 Weeks Paid Time Off (PTO) per year
- 11 Paid Holidays per year
- FREE Financial Planning and Advising
- Continued Education Reimbursement
- Path to Partnership
- Lenders Book Library
- Lunch and Learns
- Quarterly Satisfaction Surveys
- Affinity Virtual Group Meetings

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**Please contact Jessica Neves or refer to the MWM Employee Handbook Manual for specific conditions and terms of all benefits.*