

KNOW YOUR BENEFITS.



SUMMARY OF BENEFITS

MAI offers a robust benefits package as a valuable addition to employee salaries.

The following is a summary of the benefits package currently offered to all full time

MAI employees:

- Group medical, Rx, dental and vision plans – coverage begins 1st of month following date of hire
- Basic life insurance coverage of 1X annual salary – monthly premium fully paid by MAI
- Short term and long term disability coverage – monthly premiums fully paid by MAI
- Supplemental life, AD&D, accident, and critical illness insurance elections available
- Employer contribution to Health Savings Account (HSA) - \$996/yr for single; \$1500/yr for ee+1 or more
- 401k plan – Employee can begin contributing to the plan the 1st of the month following 30 days of employment; MAI contributes 100% of employee salary deferrals up to 3% of compensation, + 50% of salary deferrals between 4 and 5% of compensation; employer contributions are fully vested immediately (no vesting schedule!)
- Tuition reimbursement
- 16 days Paid Time Off (PTO) per year; increases to 21 days per year at start of 3rd year of service; increases to 26 days per year at the start of the 9th year of service
9 paid holidays per year
- Flex-time schedule

In addition, MAI offers:

- A team-oriented environment and leaders who are committed to helping you succeed
- On-going training opportunities to strengthen your skills and help you develop your career
- A management team that is accessible and open to new ideas
- Small group meetings with the CEO to informally discuss what's going on in the company and to answer your questions
- *Opportunities to advance and to challenge you*
- Competitive wages and salaries
- Company paid time to pursue volunteer work in the community
- Social events and parties throughout the year
- Employee recreational room complete with foosball and TV.