



## Company Benefits



### HEALTH BENEFITS

- One-hundred percent of monthly medical premiums paid by Gateway Specialty Insurance; no waiting periods
- Dental paid at 90 percent by Gateway Specialty Insurance
- Voluntary vision
- Flexible spending account for medical, dependent care and transportation
- Group life and AD&D insurance with a \$50,000 benefit
- Voluntary life insurance options include term life and whole life
- Group short-term disability
- Voluntary short-term disability to supplement your group short-term disability benefit
- Group long-term disability with 60 percent of monthly salary up to \$20,000 per month
- Voluntary supplemental disability income insurance to cover income not covered by group insurance
- Voluntary long-term care
- Voluntary critical illness policy



### FINANCIAL AND RETIREMENT

- Profit sharing plan with up to 10 percent of annual compensation; vested over five years at 20 percent per year
- 401(k) plan offerings through Fidelity Investments with Roth and self directed options available
- Discretionary performance bonus
- Financial advisors available at no cost
- Voluntary 529 Plan



---

## FAMILY AND LIFESTYLE

- Adoption assistance at \$3,000 per year for qualified expenses
- Adoption leave paid benefit
- Maternity leave paid benefit
- Employee Assistance Program with enhanced resources and referral service
- Access to Health Advocate services to assist with your health care needs
- Opportunity to request donations to charities or causes to which employees have personal connections through Gateway Specialty Insurance's 501(c)3 CARE<sup>2</sup> Fund
- Family activities: Bring Your Child to Work Day, Children's Holiday Party, Kids Camp, bus trips, ski trips and more



---

## DEVELOPMENT

- More than 450 free personal and professional development courses on-site annually
- Self-study programs paid at 100 percent, each with monetary incentive



---

## VACATION AND TIME OFF

- Up to 10 paid holidays per year
- Up to two personal days per year
- Six sick days per year unless otherwise mandated by state law
- Vacation days: minimum of 10 days per year based upon position and length of service at Gateway Specialty Insurance
- Summer hours: alternating half-day Fridays during summer months



---

## PERKS

- Free lunch every day
- Thirty-five hour work week
- Smoke-free campus
- Casual dress all year round
- On-site, fully-staffed, state-of-the-art fitness center with fitness classes and basketball court
- Health and wellness: health screenings, recreational sports teams, fitness challenges, 5k runs and walks, health fairs, ping pong tables and more
- Events and activities: Valentine's Day basket raffle, company picnic, cook-off and ugly sweater contests, holiday cocktail parties and more
- Outreach: national and international relief, mentoring and reading programs, blood and clothing drives and more