



## Company Benefits



### HEALTH BENEFITS

- 100% of monthly medical premiums paid by Gateway Specialty Insurance; no waiting periods
- Dental paid at 90% 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
- Other voluntary benefits



### FINANCIAL AND RETIREMENT

- Profit sharing plan with up to 10% of annual compensation, vested over five years at 20% per year
- 401(k) plan offerings through Fidelity Investments with Roth and self-directed options available; auto enrollment after 30 days
- Discretionary performance bonus
- Financial advisors available at no cost



## FAMILY AND LIFESTYLE

- Adoption assistance at \$6,000 per year for qualified expenses
- Paid adoption leave benefit
- Paid maternity leave benefit
- Employee Assistance Program with enhanced resources and referral service
- Access to Teladoc Health 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, the CARE<sup>2</sup> Fund
- Family activities: Bring Your Child to Work Day, Children's Party, Kids Camp and more



## DEVELOPMENT

- More than 450 free personal and professional development courses on-site annually
- Self-study programs paid at 100%, each with a 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
- Floating holidays (vary per year) to help employees observe any holiday, cultural practice or day of importance



## COMMUNITY AND CULTURE

- Free lunch while working on-site at any USLI location
- 35-hour workweek
- Smoke-free campus
- Casual dress all year round
- Free on-site, fully-staffed, state-of-the-art fitness center with fitness classes and basketball court at Wayne, Pennsylvania, campus
- Free fitness center at each branch office
- Health and wellness: health screenings, recreational sports teams, fitness challenges, 5K runs and walks, health fairs, ping pong tables and more
- Events and activities: spring basket raffle, company picnic, cook-offs, ugly sweater contests and more
- Outreach: national and international relief, mentoring and reading programs, blood and clothing drives and more
- First Friday events to celebrate many backgrounds, perspectives and traditions
- A community built on the values of caring, attitude, respect, empathy and energy