

# Employee Benefits Package

# Benefits

## 401k

Madrivo will match 100% of the employee's contribution up to 4% of the employees annual salary.

## MEDICAL

Madrivo offers all employees a generous medical benefit package with Aetna. Madrivo covers 100% of the cost for employee only coverage or 60% of all employee+ family packages.

## FLEXIBLE SPENDING ACCOUNT & DEPENDANT CARE SAVINGS

Madrivo allows eligible employees to set aside a specific pretax dollar amount for unreimbursed medical, dental, vision, orthodontia, and dependent care expenses.

## DENTAL/VISION

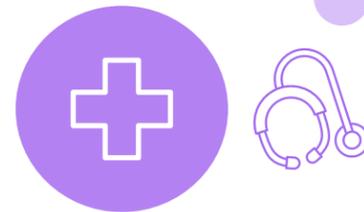
Madrivo offers a dental/vision package with costs starting at \$21.00 for employee only packages.

## PAID VACATION

### Discretionary Paid Time Off

Madrivo employees are offered discretionary time off (DTO) to provide the freedom required to balance the responsibilities of both their work and home lives. It is Madrivo's policy that employees will be free to take leave when they require it – subject to the needs of the business and as determined in advance by the employee's manager.

In addition, Madrivo offers flexible schedules for its employees.



# Additional Benefits



## WINNING MINDSET

Madrivo upholds a high level of clarity and transparency, and with frequent meetings around performance, we've created a goal-oriented culture of high performance that brings fulfillment and abundance for the team and all individuals.



## CAREER ADVANCEMENT

Madrivo's executive team makes a point to promote from within for available positions whenever possible. We are also diligent in training employees so that they are empowered to grow within their role as the company grows, without a glass ceiling.



## TEAM OUTINGS

Madrivo's entire team joins together at least once a month for off-site team building activities. We've frequented local hotspots like Top Golf, Pinot's Palette, and Live Escape Room, as well as volunteers at the Las Vegas Rescue Mission, Three Square and Nevada Plantation for Homeliness Youth.



## ANNUAL RETREAT

Each year, the Madrivo team embarks on a retreat which serves as both a team building and personal development opportunity. Past venues include a private mountain lodge in Utah, an all-inclusive cruise to Mexico, and an action-packed adventure resort in Zion National Park.



## PERSONAL & PROFESSIONAL DEVELOPMENT TRAININGS

One a quarter, Madrivo hosts a team building workshop that will encourage personal growth. These workshops focus on topics that are critical to our success as a team and as individuals such as communication, accountability, and organization to nutrition and personal finance.



## MADRIVO BUCKS REWARD PROGRAM

Madrivo's culture revolves around our core values. Employees are recognized and rewarded for exemplifying these core values on a daily basis with MadrivoBucks. MadrivoBucks can be spent on items such as t-shirts, hats, hoodies, Snuggles, Hydroflasks, as well as exciting excursions.



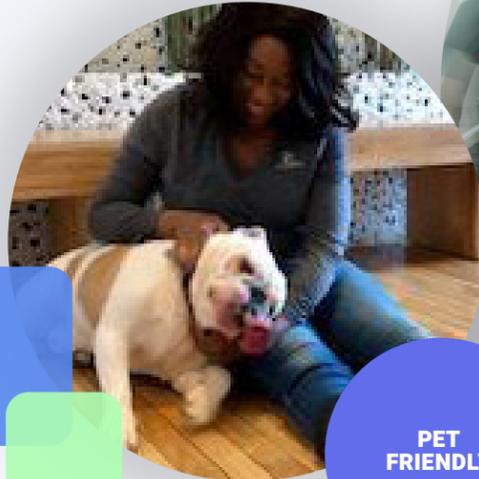
## THURSDAY AFTERNOONS

Twice a month on Thursday afternoons, we set aside time to gather as a team and do something fun. Some of the activities include: Yoga, Pictionary, meditation, fitness classes, and wine & appreciation.

# Open Office Environment



OPEN COLLABORATION



PET FRIENDLY



STANDING DESKS



PING-PONG ROOM



SAFETY CLASSES



# Company Culture

YOGA CLASSES



COMMUNITY OUTREACH



HOLIDAY PARTIES



TEAM CELEBRATIONS



TEAM BUILDING



LOVE WHERE YOU WORK



# Testimonials

## GLASSDOOR REVIEWS

The following statements were submitted by former and current employees on the company's Glassdoor profile.

“ Vibrant company culture, amazing new office, executive and senior team are willing to go above and beyond to help all new hires, hands-off work style (aka all employees have an owner mentality), weekly inclusive company meetings and weekly lunches/group activities like yoga, Pictionary, etc. ”

– FORMER EMPLOYEE, 1+ YEAR

“ Awesome company with a lot of heart. Madrivo has very high expectations of employees but teams are well rewarded for their successes. The environment is friendly and family like, with everyone supporting and encouraging each other. The culture inspires a healthy lifestyle, giving back to the community and maintaining a company that is ethical, has integrity and high standards. ”

– FORMER EMPLOYEE, 3+ YEARS

“ Challenging yet exciting work environment with a lot of career growth potential for everyone who is hired. I started as the receptionist 5 years ago and I am currently a member of the executive team. ”

– CURRENT EMPLOYEE, 5+ YEARS

## CULTURE HACK ASSESSMENT

The following statements were made by employees when completing an anonymous survey that assessed Madrivo's company culture.

**Management works really hard to build our culture.** Extremely positive culture. Very kind and welcoming team members. **There was a clear and precise learning path to become acclimated to my position.** You are paid based on your performance at this company. My direct manager is very inspiring as she is exemplary at her position, which in turn makes me want to be better at my own position.

