



Corporate Benefits Summary

From health and wellness to financial security, the TMX Finance Family of Companies is dedicated to enhancing the well-being of our Team Members and their families through a range of benefits so they can live their best lives!

HEALTH BENEFITS



Medical Coverage	The Company offers 5 plan options through Anthem with a range of coverage levels and costs, so that Team Members can choose the plan that is right for them
Teladoc	24/7/365 access to U.S. board-certified doctors through the convenience of the phone or video consults
Dental Coverage	Choice of three dental plans offered through Aetna
Vision Coverage	Choice of two vision plans through Anthem
Basic Life and AD&D Insurance	The Company provides Basic Life and AD&D Insurance to all Team Members at no cost through Hartford
Supplemental Life Insurance	May purchase additional life insurance at a discounted group rate through Hartford for Team Members and their dependents
Short Term and Long Term Disability Coverage	May purchase STD and LTD insurance at a discounted group rate through Hartford
Additional Health Benefits	The Company also offers additional ancillary benefits such as Accident Insurance, Critical Illness Insurance, Hospital Confinement Insurance, Identity Theft Protection and Pet Insurance

FINANCIAL BENEFITS



Traditional 401(K) and Roth 401(k) Retirement Plan	The Company contributes an employer match of 50% of deferral contributions up to a max of 6% of eligible compensation
Non-qualified Deferred Compensation (NQDC)	Different from a 401K, 403(b) or an IRA, a nonqualified plan is a type of retirement plan that lets select, highly compensated employees enjoy tax advantages by deferring a greater percentage of their compensation (and current income tax) than is allowed by the IRS in a qualified retirement plan. NQDC is generally more flexible and able to be more tailored to each individual's goals
Health Savings Account	Set aside pre-tax funds to use for qualified health care expenses when paired with a high deductible health plan
Flexible Spending Account	Plan ahead and reserve pre-tax funds to use for qualified health care expenses
Dependent Care Flexible Spending Accounts	Save pre-tax dollars for qualified dependent care expenses such as daycare or elder care

ADDITIONAL BENEFITS



Paid Time Off (PTO)	Gives Team Members flexibility to take off for vacation, school activities, illnesses, personal business or emergencies
Paid Holidays	The Company's corporate offices generally observe seven (7) paid holidays per year. Holiday pay offerings may vary by position and location
Employee Assistance Program (EAP)	Access to support, counseling, and resources for personal matters such as finances, grief and loss, and relationships
Perks	Special savings on retail items, travel, entertainment, dining and much more
TMXWellness	The Company's wellness program, which provides tools and resources related to various aspects of health and wellness
myWellness	Incentive program that rewards Team Members with a \$50 gift card if they visit their Primary Care Physician for an annual Wellness Exam
Hybrid Remote Work Models	Corporate Team Members in eligible positions have the flexibility to alternate remote and in-office work by participating in one of our Hybrid Work models, subject to a supervisors approval