

CULTURE OF WELLNESS

BENEFITS, REWARDS, & PERKS

It's all about taking care of our #TMXFamily. From your health and wellness to your financial security, we're dedicated to enhancing the well-being of our team members and their families through a range of benefits so they can live their best life!

HEALTH BENEFITS



We offer multiple coverage levels for medical, dental, and vision as well as additional benefits such as basic and supplemental life insurance, critical illness and hospital confinement coverage, and a telemedicine option. You can customize a health plan that fits your life and meets your families' needs. For health benefits, employees must enroll within the first 30 days of employment for benefits to go into effect the first month following 60 days of employment.

FINANCIAL BENEFITS



Be financially prepared for life during and after your career with us. Take advantage of our Traditional 401(k) and Roth 401(k) retirement plans, as well as our tax advantaged health accounts, and insurance options. For 401(k) and Roth 401(k), employees are eligible to make contributions the first of the month following 2 months of service. You also have access to financial wellness planning to ensure you're making the right choices for your future.

REWARDING COMPENSATION PLAN



Rewarding your achievements is important to us. We foster a high-performance culture which rewards innovation, collaboration, and profitability. When you go above and beyond, we want to reward you for your hard work.

PAID TIME-OFF



Our Paid Time Off (PTO) plan gives team members the flexibility to take off for vacation, school activities, illnesses, appointments, personal business, or emergencies. Each full time team member earns a minimum of 12 days per calendar year plus paid holidays. After all, it's your life and you deserve time to live it!

VOLUNTARY BENEFITS



You have the opportunity to include additional voluntary benefits like pet insurance and identity theft monitoring to your plan as well. You get the advantage of discounted group rates, and only choose the options that are a fit for you!

PERKS



You and your family can enjoy special savings on retail items, travel, entertainment, dining, and much more through our TMX Perks Program. We've partnered with some great companies to offer our team members exclusive deals and discounts with national and local retailers across the country.

*The information provided regarding benefits, rewards and available perks (collectively "Benefit") is based on the Company's Benefit offering at the time of publication and is for informational purposes only. Benefit offerings are subject to terms and conditions contained in benefit plan documents and/or Company policies and procedures. Benefit offerings are subject to change, with or without notice, at the Company's discretion.

CULTURE OF TALENT OBSESSED

Many of our Company programs are focused on developing talent, recognizing high potential team members, and supporting our local communities with outreach events. We encourage you to check out the TMXcareers.com to see a comprehensive list of all of our programs.



TMX Cares is our community outreach program which serves and supports our local communities as well as our own team members.



TMXYou is our customized learning portal where you can view, create, and share training resources.



Step Up is a development program for high potential team members. Individuals are selected by leadership to participate in group activities, job shadowing, and team discussions to help prepare for the next level in their careers.



TEAM Up is a formal mentor program designed to connect Company leaders at all levels with both rising talent at all levels within the organization.



TMX Project SERV is our Company's initiative to hire and support veterans.



Our Be Well program provides you with you need to know about health and wellness.



Team Member Referral Program

Who knows the best talent? Our team members! You can potentially earn a bonus for every person hired when you refer them to the TMX Finance ® Finance of Companies.

SOCIAL MEDIA

Here at the TMX Finance Family of Companies, we are socially driven. We encourage our team members to stay active in our social media community. **Follow us today @TMXCompanies!**

FIND US HERE:

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