



**ROBINS & MORTON**

# BENEFITS SUMMARY

## OUR PEOPLE

At Robins & Morton, our people are the heart of our business. We want to do everything we can to ensure you and your family are cared for.

## OUR BENEFITS

We believe our benefits help us retain our amazing team. From our medical plan to the 401k profit share, our benefit programs go beyond traditional healthcare to bring you holistic wellness and security.

## HERE'S AN OVERVIEW OF WHAT WE OFFER:



### AFFORDABLE COVERAGE

Medical, Rx, Dental, Vision, Accident/Indemnity, Gut Health, Diabetes Management, Telemedicine, and more!



### VACATION TIME

Three weeks paid time off upon hire, two floating holidays, and unlimited sick days.



### FINANCIAL PLANNING

Competitive pay, paid on a weekly basis, generous 401k profit share, annual bonuses, financial planning advisors, HSA, DCA, & FSA eligible.



### LEARNING & DEVELOPMENT

Countless on-demand and in-person training classes over a wide variety of topics.



### MENTAL HEALTH

Six free counseling per issue through Behavioral Health Systems. Available to individuals and dependents.



### FAMILY PLANNING

Paid paternity leave, paid maternity leave, Adoption Assistance, Adoption Leave, paid membership to Care.com.

FOR MORE INFORMATION, VISIT [MY.ROBINSMORTON.COM](https://my.robinsmorton.com)  
OR CALL OUR HR HELPLINE AT 205-803-0102.



## Paid Time Off & Sick Days

### Paid Time Off

We want to both cherish our team members and their families, and also create an environment that prioritizes rest and mental health. That's why we offer a generous Paid Time Off policy - it's all for you.

- Three weeks vacation, available upon hire
- Eight company wide holidays + two floating holidays, available for use whenever. Our motivation and desire is to respect your decision to celebrate any holidays you'd like.
- *Veteran's Day - Veterans only*

### Sick Days

If you do not feel well, we want you to stay home and rest. Because of that, we offer an unlimited sick days policy.

When you're sick, we trust you'll stay home and rest until you're healthy and able to come back to work.

### Short Term Disability

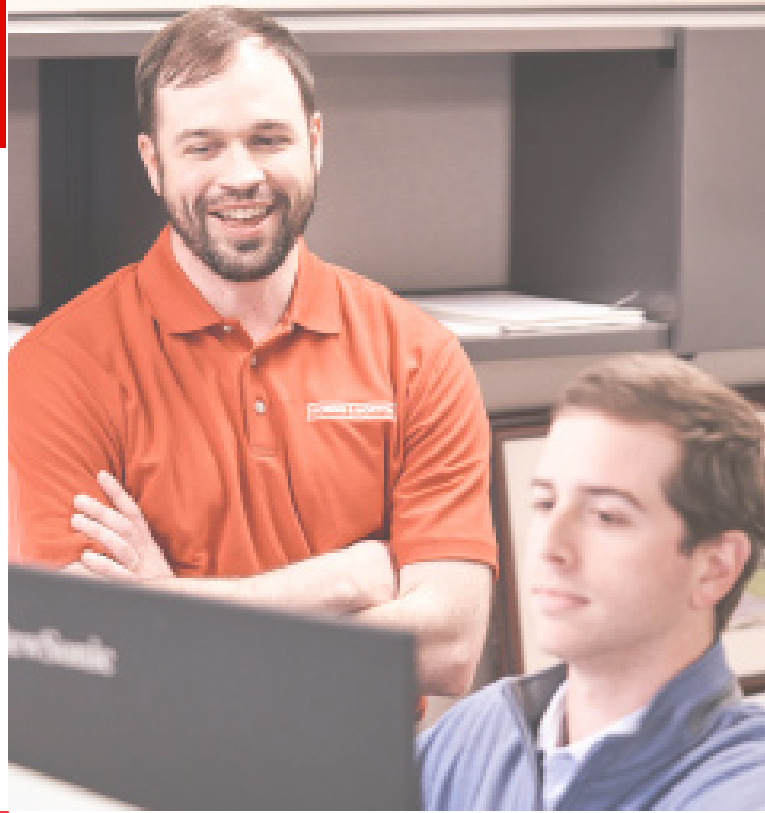
If you're out sick for longer than five days, you can apply for Short Term Disability.

Our short term disability policy covers your base salary at 100% for up to 90 days - at no cost to you.

Be sure to reach out to your manager or the HR department for more information.

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# Travel Compensation & Relocation



## Relocation

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Robins & Morton offers a relocation service that provides a single point of contact and a customized approach in creating a move plan based on each team member's specific relocation needs.

The team aims to provide you with exactly what you need during the transition. Reach out to our relocation specialist before your next move.

## Travel Comp

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With Robins & Morton, you have the opportunity to travel to numerous locations across the U.S. We want to ensure you enjoy the journey.

Employees assigned to out-of-town projects more than 50 miles from their regular place of business and willing to relocate as needed for further assignments shall receive weekly travel compensation. This will be equal to 20% of base salary.

Stephanie Chandler  
*Relocation Specialist*  
schandler@robinsmorton.com

Reference policy  
AA063 on HUB for more details  
or call the HR Helpline  
at 205-803-0102.



# SERVICE AWARDS

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**ROBINS & MORTON**

Thanks for spending your career with us. We love having you!

As a reward for your hard work, these are given out as follows:

10 years	\$10,000
20 years	\$20,000
30 years	\$30,000
40 years	\$40,000
50 years	\$50,000

*You're committed to us.  
We're committed to you.*