

# Total Rewards Package



## Compensation

Competitive Base Salary or Hourly Rate  
Maintenance On Call Paid at 2x Hourly Rate for select roles  
Variable Compensation for select roles

## Paid Time Off

Vacation  
Holiday  
Sick  
Wellness Days  
Maternity/Parental  
Bereavement

## Benefits

Medical Insurance  
Dental Insurance  
Vision Insurance  
Life Insurance & Additional Voluntary Accident Plan w/ Wellness Reimbursement  
Critical Illness  
Short-Term Disability  
Employee Assistance Program (health and wellness coaching, financial planning, will/estate preparation)  
FSA/Health Savings Accounts  
401k Plan (Roth and Pre-Tax) with Employer Match  
Phone Stipend  
Vehicle Stipend  
Mileage Reimbursement  
Company Vehicles (for select roles)

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## Growth & Wellness Support

Wellness Programs (e.g., wellness BINGO, virtual team events, Whole Life Challenge)  
#BeWell

Gym or Wellness Membership/On-Site Gym

Fairlawn Perks (ad hoc events, contests and gifts designed for fun and wellness!)

Team-Building Events (e.g., meals, holiday parties)

Quarterly Conversations with your Manager

Annual Performance Evaluation with Eligibility for Merit-Based  
Compensation Increase

Professional Development and Education Support, including Conference Attendance

Corporate Training Program (presented by team experts)

Career Growth and Opportunity Planning

Industry Certification/Credentialing

Uniforms and Branded Clothing

Technician Tool Program

Ergonomic Equipment available (e.g., standing desk)

Pet-Friendly Workplace

Home Equipment Setup (for Select Roles)