

# Interface Engineering Team Member Benefits

COMPREHENSIVE PACKAGE SUMMARY FOR FULL-TIME TEAM MEMBERS

Jane Dunaway

CORPORATE TALENT REPRESENTATIVE

e: [janed@interfaceeng.com](mailto:janed@interfaceeng.com)

p: 503.382.2632



Providing a comprehensive benefit package to our valuable team members is one of our top priorities as a firm. It's so important to us, in fact, that a quarter of what Interface generates in revenue gets returned back as one of the many employee benefits listed below. As a new team member, you can expect great insurance, generous PTO hours, and abundant opportunities for professional growth and development.

## WORK-LIFE FLEXIBILITY

- » Half-day Fridays alternate work schedule
- » Telecommuting options
- » PTO hours starting with the first hour of work
- » 9 paid holidays per year
- » "Winter Break" including closure during standard business days from Christmas through New Years\*
- » Recharge Program – additional paid days off plus monetary bonus starting at your five-year anniversary
- » Paid volunteer hours and encouragement to participate in regularly scheduled Outreach and Fun Committee activities

## HEALTH AND WELLNESS

- » Insurance with designated plans that include health, vision, and dental insurance with premiums paid by Interface for regular, full-time employees

- » Group life insurance and long-term disability insurance, with all premiums paid by Interface
- » A cafeteria plan that allows team members to pay for authorized expenses with pre-tax dollars
- » Discounts on gym memberships and enrollment fees
- » Reimbursement for commuting to work using public transportation or walking/biking

## PREPARING FOR THE FUTURE

- » 401(k) plan for pre-tax contributions and a ROTH plan for post-tax contributions
- » 401(k) profit share plan including annual contributions from Interface dependent on the year's profits
- » Year-end performance-based bonuses, dependent on the year's profits\*

## EDUCATION AND PROFESSIONAL DEVELOPMENT

- » Interface-paid annual dues for active participation in technical and professional societies
- » Interface-financed research and development projects
- » Regular in-house training sessions and financial assistance for accreditations and certifications
- » Pathway to Leadership: customizable pathways to executive positions for both technical and non-technical positions

\* Subject to MP approval each year