

Focus on YOU!

MMA colleagues are the most valuable assets of the organization. That is why we are committed to providing well-being perks to help you, focus on YOU!

Community

Community Well-being is about your sense of engagement with your community. We give you the chance to give back while at work, which gives you time to find balance in another area of your life.

Volunteer time off – Annually, take a day off to volunteer for an organization you are passionate about.

Social Impact Platform – Colleagues that track volunteer time are eligible to earn giving dollars, eligible donations can be matched, and colleagues can find volunteer opportunities near them.

MMC matching donations – Be sure to track your nonprofit donations to take advantage of the annual \$1,000 match.

Local community outreach – reach out to your local UMW Cares committee member or local HR team to learn about upcoming volunteer opportunities.

Social

Social Well-being is about having strong relationships in your life. We work to help you find balance between your personal and professional lives.

Colleague Engagement Events – Identified days or events in office to foster collaboration and support professional development.

Casual Dress – MMA trusts our colleagues to dress for their day. We just ask colleagues to keep in mind casual dress is different from at-home or weekend wear.

Colleague-sponsored groups – We provide a variety of options to network with colleagues. Whether it's a well-being committee or one of our Colleague Resource Groups.



Professional/Career:

Career Well-being focuses on what you like to do every day. We will work with you to find your niche or talent so you can thrive and feel good about working in our fast-paced and passionate environment. We support our colleagues in "Owning It" – their professional growth, career path and success.

Tuition Reimbursement – Available to eligible colleagues pursuing a bachelor's degree (up to \$5,250 annually) or master's degree (up to \$10,000 annually).

THRIVE – Our THRIVE groups allow peers to build relationships and focus on professional development.

MMA U – MMA's online learning platform that includes the on-demand training you desire. Whether it's soft skills, technical development or simply to learn more about MMA – there is something there for everyone!

Internal Mobility/Career Pathing – Your future is limitless at MMA. Career opportunity and career pathing opportunities are plentiful, and our preference is to promote internally whenever possible.

Ongoing, transparent communication – We are committed to transparent communication to our colleagues, and offer multiple avenues to stay connected locally, regionally and nationally.

UMW Moments recognition – A region-wide platform, accessed through Teams, to recognize meaningful moments.

Professional designations – We encourage colleagues to expand their technical knowledge, and will reward you for it.

Financial:

Effectively managing your economic life is part of your Financial Well-being. We help you plan for the future so you can focus on the present.

Competitive compensation & benefits – MMA is committed to providing market competitive total compensation packages which include a full benefits package, annual incentive program, rewards, recognition...and not to mention the best culture in our industry.

Retirement Savings Plan – Eligible colleagues can contribute to a retirement savings plan with an employer match.

Stock Purchase Plan – Eligible colleagues can participate in the MMC Employee Stock Purchase Plan which allows them to purchase shares of MMC common stock at a 5% discount.

LifeMart discounts – Available via Care.com, real savings on big ticket purchases and everyday needs, nationwide.

Private Client Colleague Benefit – Place your home, auto or other personal insurance coverage through MMA and be eligible for a commission share or bonus.



Physical:

Physical Well-being is about caring for one's body through proper movement, nutrition, and regular visits to the doctor. This is key to having enough energy to get things done on a daily basis.

Healthy Eating – Healthy food is available at company-sponsored events, and many of our offices offer fresh fruit options.

Local/regional challenges – Be on the lookout for a local or regional wellness challenge, there are always fun incentives!

@YourBest wellness program – A robust well-being platform that delivers personalized well-being resources and content directly to you.

Wellbeats – An on-demand fitness app that makes it easy for you to build fitness into your schedule.

Mental:

Mental Well-being is about feeling able to cope with the challenges of life. We strive to maintain an environment free from stigma around behavioral health concerns.

Employee Assistance Program – A confidential third-party EAP available through ComPsych. Take care of yourself and your family when it is needed.

Flexible Work Arrangements – Including flex time and telecommuting, which allows you to build a schedule that works with your life.

Paid Time Off – Take a break! PTO can be used for anything from sickness to vacation.

Paid Parental Leave – Six weeks of paid leave available to new moms and dads.

Catastrophic Leave – Up to four weeks of paid time away from work if there is a catastrophic illness at home, so you can be where you need to be.

RethinkCare – Allows users to learn immediate, repeatable skills to become better colleagues and better versions of themselves.

And More!

And it doesn't stop there! Check out these other awesome perks.

Well-being Room – A closed office with a comfy chair; take a quick relaxation break when you are in the office.

Flex Fridays – Eligible colleagues can enjoy Flex Friday's during the summer months and sign off at 1 PM.

Health Advocate – Helps colleagues and family members navigate the health care system, from researching medical conditions to reviewing bills.

Service anniversary recognition program – On milestone anniversaries, colleagues receive UMW Moments points and one-time payroll bonuses, depending on year of service. On non-milestone anniversaries, colleagues get to direct a \$10 donation to a nonprofit of their choice.

Reduced Health Care Premiums – To anyone that participates in annual age appropriate physicals.

Walkstation desks – Treadmill stations enable colleagues to work while walking.

Student Loan Refinancing – Through Gradifi, colleagues have access to student loan refinancing options.

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