

BENEFITS

Mackenzie places a premium on the health and happiness of our staff. In addition to competitive salaries, we provide excellent benefits to those who work at least 17.5 hours per week. For part-time employees, all benefits are pro-rated to their approved work schedule. Mackenzie cares about its people by providing **Paid Parental Leave**, **Paid Bereavement Leave**, and **Transportation Benefits**. We care about our community, too, by providing all employees with **Paid Volunteer Time**.



Company Funded Profit Sharing Plan/Employee 401K

When the company profits, so does the staff. Since this plan was initiated in 1980, Mackenzie has contributed an amount equal to 15% of each of participant's annual earnings into a trust fund that is currently managed by Fidelity Investments. While the level of contribution is determined each year based on profitability of the firm, it is clear that the company leaders believe that this is a priority; in over 35 years, they have yet to miss making this contribution. In addition, employees may also contribute to pre-tax 401k plan or a Roth post-tax plan through payroll deductions.

Bonus Program

One of the basic principles of Mackenzie has always been to share its financial successes with those who have contributed to that success. In addition to the profit sharing program, performance is rewarded through additional bonuses. Bonuses are distributed at the discretion of Corporate Management Group, based on the company's financial performance at certain times of the year.

Paid Time Off

Holidays: Mackenzie staff enjoy the typical paid holidays, with two additional "Floater" holidays, which may be used anytime during the year.

PTO: 18 days of paid time off (PTO) are earned per year, up to a maximum cap of 25.5 days (to allow a 60 hour carry over). PTO is awarded beginning the first week of work, at a rate of 2.77 hours per week.

Insurance Coverage

For our full-time employees, Mackenzie pays all premiums for individual health, vision, prescription, dental, short and long-term disability, and life insurance policies; staff members pay a portion of the premium on a pre-tax basis for dependent coverage. As with our other benefits, premiums are pro-rated for our part-time employees.



Health Care – 2 options, both provided by Cigna

Traditional PPO Plan: This plan offers staff members the flexibility to choose their own physicians. There are no primary care requirements, and staff may see specialists without referrals. Coverage includes medical services, prescriptions, and vision – see Human Resources for the deductible rules that apply depending on the treatment.

When participating in the PPO plan, employees may also contribute to an FSA health reimbursement plan on a pre-tax basis for their out-of-pocket expenses such as co-pays.

High Deductible Plan: This plan is partnered with a Health Savings Account that is partly funded each year by Mackenzie with pre-tax dollars for medical expenses. Employees may elect to contribute additional money to their HSA on a pre-tax basis.

Dental Care

Our dental provider is Cigna, and provides levels of coverage for preventive, basic, and major dental services.

Disability and Life Insurance

Short and long-term disability benefits are provided by Cigna. A life insurance policy of 1x salary up to \$50,000 is provided for all employees.

Mutual of Omaha

Employee sponsored supplemental insurance coverage is available to employees upon request.

Dependent Care

As part of our Flexible Spending Account, employees may elect to defer pre-tax dollars for childcare expenses.

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