



## **At M&IW, we hire the best and brightest in the meetings and travel industry along with top talent across multiple specialties.**

Our comprehensive benefits plan includes family benefits, on-the-job training, travel opportunities, time off to volunteer and more. With team members all around the world, M&IW strives to make sure all of our employees feel connected. From local social events to company-wide activities, we want our employees to take time to relax and have fun. Additionally, we are committed to being responsible corporate citizens. Through numerous volunteer initiatives, we support education and innovation for global change.

### **Professional Perks**

#### **Professional Development**

M&IW values the information, insights, and contacts, that can be gained from membership and involvement in professional associations and trade groups. Any employee interested can speak with their supervisor to obtain the cost for participating in the various programs.

#### **Tuition Reimbursement**

M&IW employees who have worked full-time at the company for one year are eligible for company's tuition reimbursement program. The company will

reimburse the employee's out of pocket tuition expenses for courses taken on employee's non-working time. M&IW supports employee attendance at programs that directly relate to improving the employee's current job responsibilities.

#### **Project Good Samaritan**

At M&IW, we are very passionate about helping others within our various communities. We have created a wonderful program called Project Good Samaritan. This program encourages employees to

volunteer at least 8 hours out of the year to a charity of their choosing. Once this is complete, M&IW will then donate \$100 to a charity of your choice and if you volunteer during non-working hours you may receive up to 8 hours of additional PTO.

### **M&IW Shark Tank**

This opportunity allows our executive staff members to listen in on your personal innovative thoughts on how we as a company can succeed and grow. We often put these plans to action and we have made several ideas come to life.

### **PTO Sharing**

Due to the generous amount of PTO, many employees often have an abundance. We have created a PTO Sharing Program giving you the opportunity to donate unused PTO to employees in need; during a qualified personal event. We are all in this together.

### **Public Accolades (Kudos)**

Every day our employees make a huge impact in our company and we encourage each other to



recognize those accomplishments with the kudos program. This allows you to post a kudo to any employee in the company. Once a month we draw a name and that winning kudo receives a \$25 gift card.

### **Managerial Meet-Ups**

Our company has created a monthly review process we call My Story. This process allows you to meet with your manager monthly to see how you're progressing in your role. This will be your time to share with your manager in detail what you are working on, the status of projects, questions or concerns and a time to discuss your personal and work goals.

### **Internal Promotions**

M&IW encourages continuous growth within our company. Virtually all open positions are reviewed for internal candidates prior to going public. We pride ourselves on our employee growth and want them to receive numerous opportunities within our company to expand their skill sets.



## Personal Perks

### Paid Time Off (PTO)

Everyone needs time away to rejuvenate the mind, body and soul. Our generous Paid Time Off (PTO) plan combines vacation, sick and personal days. Full time employees accrue PTO on an annual basis but can use their PTO starting from their first day of employment or at the beginning of a every new year.

### Paid Holidays

Holidays are a special time to spend with your family and friends. M&IW offers up to eleven paid holidays for full-time employees that are made up of national and company-specific holidays.



### Casual Dress Code

M&IW employees work hard every single day in a casual dress atmosphere. Most employees wear jeans to work every day at our corporate headquarters. Virtual employees only need to be presentable during online meetings. Professional attire is required at client meetings and live events.

### Work from Home

Ninety percent of our employees work remotely. Even if you work out of the headquarters, many jobs within the company allow you to work from home 1-3 days a week depending on your position and your standing.

### Discounts and Charity Partnership

M&IW is a proud Kindred partner. Kindred is a shopping app that gives our employees the ability to find great deals from brands and stores, while earning a percentage back on each purchase that is automatically donated to the M&IW charity of choice.

### Work/Life Balance

We encourage our employees to stay healthy and to have a life outside of work. We offer flexibility to our employees allowing them to go to a doctor's appointment during work hours, or leave early from time to time to participate in a hobby or to be with their family.

### Summer Flex Schedule

Most years we provide employees with the opportunity to have flex time over the summer season. We offer multiple ways for employees (hourly and salary) to take advantage of this program and it usually runs from June to August.

### Travel and Entertainment Discounts

Work-life balance is just as important as health and financial wellness. That's why we offer exclusive travel and entertainment discounts that will help you create lasting memories with family and friends.



## Medical Care

### Retirement Plans (401k)

M&IW has established a 401(k) savings plan that is available to employees of the company who meet the plan's eligibility requirements. The purpose of the plan is to encourage eligible employees to save on a pretax basis and to build a financial reserve for retirement. M&IW may also make discretionary profit sharing contributions to your 401(k) each year.

### Medical Coverage

The company offers three different medical plans to choose from for all full-time employees. This allows you to decide what type of coverage you need. The company pays for 70% of the single medical coverage.

### Dental Coverage

For dental plans, we offer a Basic and Orthodontic plan for all full-time employees. Both cover preventive services and some restorative care paid for by the employee.

### Vision Plans

M&IW offers a vision program for all full-time employees that includes in-network benefits paid for by the employee.

### Prescription Programs

The prescription drug program is for employees enrolled in a qualified medical plan. It works on a 3-tier system and you can fill prescriptions at participating retail pharmacies or fill your maintenance prescriptions through a mail order program with an additional cost-savings.

### Short & Long-Term Disability

Every full-time employee is given the opportunity to sign up for an employee sponsored Short-Term Disability and Long-Term Disability benefit.

### Company Paid Life / AD&D

The company provides all eligible full-time employees with Basic Life and AD&D insurance up to \$25,000 at no cost.

### Supplemental Life

M&IW knows your family means a lot to you, so we also offer all full-time employees the opportunity to purchase additional Supplemental life insurance for yourself, your spouse and your children.



## What's Next?

***Apply within!***

### New Hire Onboarding

We know that starting off with a new company can be daunting. We have designed a fantastic Onboarding Program for all new hires so that they can quickly and effectively adapt to their new position. We give you the tools needed to build a foundation for your career within M&IW. Most employees are onboarded at the Headquarters in Caledonia, WI.