



Compensation

3 Mark's competitive pay includes an overall compensation package that may include a combination of the following:

- Base pay
- Employee Bonus
- Certification pay as appropriate

Time Off

A generous leave program includes a combination of the following, depending on employment type:

- Paid Time Off program that provides approximately 3 weeks' vacation in the first two years and accrual increase each year thereafter
- An average of nine paid institutional holidays per year
- Family and Medical Leave
- Available leave for military service, funeral, jury duty and required education

Medical Benefits

3 Mark pays the medical insurance cost 100% for employees and makes available benefits for dependents at the employees' cost. Insurance selections for employees and eligible dependents are effective the first calendar day of the month following 30 days of employment with 3 Mark. Employees may choose from a variety of plans including:

- Medical Insurance (Employee-only coverage is free)
- Prescription Drug Plan
- Dental & Vision Insurance (at employee's cost)
- Short Term Disability (at employee's cost)
- Long Term Disability (at employee's cost)
- Life & Accidental Death & Dismemberment Insurance- 1 X your salary to a max of \$50,000 in free coverage for those enrolled in the medical plan
- Voluntary Life & Accidental Death & Dismemberment Insurance - 1X or 2X your salary to a maximum of \$200,000 available to those enrolled in the medical plan with \$10,000 - \$20,000 available for your spouse and \$5,000 - \$10,000 available for children.

Health Savings Accounts

Employees may enroll in 3 Mark's Health Savings Accounts if covered under our medical plan and may direct a portion of pre-tax salary to pay for medical, dental, vision and prescription expenses.

Profit Sharing/401(k) Plan

Saving for retirement is an important part of financial planning. 3 Mark offers a company-sponsored qualified retirement plan (401(k)) through John Hancock to provide its employees a convenient way to save for retirement. 3 Mark matches 50% of your contribution up to 3% of your salary so that from the day you join, your retirement plan starts working to help you build your retirement savings.

Continuing Education

Training and educational programs are offered for employees at all levels of the organization. Training may include job-specific technical information as well as programs to increase knowledge and skills in numerous professional development topics. Continuing education credits may be offered for specific disciplines based on individual accreditation requirements.