

LAMMICO TOTAL REWARDS PHILOSOPHY

A sound Total Rewards program includes cash compensation, benefits, employee recognition, training and development of employees, and work-life balance. LAMMICO strives to be an employer of choice by offering a Total Rewards program that reflects the needs of our employees, is based on sound fiscal responsibility and regulatory compliance, is competitive with trends in the market, and embraces the value of work-life balance.

Cash Compensation

At LAMMICO, base pay is determined using both external market factors as well as internal equity. The employee's performance and qualifications are evaluated to establish the appropriate starting salary. After hire, we offer the potential for additional compensation in the form of a discretionary group and individual bonus to recognize and reward strong performance.

Benefits

LAMMICO provides a comprehensive package of health, life and disability benefits for regular, full-time employees. We recognize the importance of these benefits, and as such, they are provided at low, or no cost to employees. Family health and life coverage is also available at a minimal cost. Voluntary benefits include vision and long-term care coverage. To help employees achieve their retirement goals, LAMMICO offers a 401(k) plan that, in addition to the match, also includes a discretionary contribution for eligible employees, based on years of service. Our wellness benefit reimburses employees up to \$350 annually for costs related to a variety of health/exercise-related activities.

Recognition

In addition to years of service awards, LAMMICO has programs such as our Bravo awards, recognizing employees who are nominated by their peers for going above and beyond. The Innovation Award recognizes employees whose innovative ideas create cost savings, improve efficiency and allow us to better serve our insureds. The Spirit Award recognizes the employee who, through their actions, embraces and epitomizes LAMMICO's philosophy, goals and culture.

Training and Development

LAMMICO supports employees' professional growth and development, whether that be through continuing education necessary to maintain certifications and professional designations, or by offering valuable soft skills training. Our educational assistance program provides financial assistance with expenses associated with the pursuit of a college degree.

Work-life Balance

LAMMICO understands that employees have a life outside of work. To help employees maintain that important work-life balance, we offer flexible work hours, a compressed work week (*we close at 1 p.m. on Fridays*), and a hybrid working environment with most positions working remotely one to two days per week.