



Total Rewards Philosophy

LAMMICO recognizes that success in achieving its objectives is dependent on the quality of its staff. LAMMICO seeks to attract, retain and motivate a diverse group of employees with a unique skill set not easily duplicated in the market.

To be the employer of choice, it is LAMMICO's intention to provide a Total Rewards Program that is competitive and meets or exceeds the needs of our employees. Our program is regularly re-evaluated and modified to remain compliant with benefit/compensation laws, as well as the changing needs of our employees.

LAMMICO Benefits at a Glance

Employee Insurance

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, critical illness, accident and long term care coverage. In addition, flexible spending accounts allow employees to make tax-free contributions into medical and dependent care reimbursement accounts.

Retirement Plan/401k

To help employees achieve their retirement goals, LAMMICO offers a 401k plan that is funded by both employee and matching company contributions. The plan also includes a discretionary contribution for eligible employees, based on years of service.

Work-life Balance

LAMMICO provides the following additional programs to address employee health, social and professional development:

- **Wellness Benefit:** Reimburses employees 50% of eligible expenses
- **Tuition Reimbursement:** Supports the pursuit of bachelor's and/or master's degrees
- **Professional Development:** Enhances learning and professional credibility through paid professional memberships, educational instruction and on-site training classes
- **Matching Gift:** Corporate matching of employees' qualified donations

Extras!

These are just a few of the special perks you'll enjoy as a LAMMICO employee:

- **Employee Referral Bonus:** We encourage and reward employee referrals!
- **Condensed Work Week:** 37.5 hours, with a 1 pm closing every Friday
- **Business Casual Dress Code:** Casual Fridays
- **Free Parking:** Offered to all employees in all locations
- **Credit Union:** Membership is available to all employees