

# PEOPLE DRIVEN

## ESOP

ARCH NEXUS IS AN EMPLOYEE-OWNED FIRM. ALL VESTED EMPLOYEES ARE ENTITLED TO THE OPPORTUNITIES AND FINANCIAL BENEFITS OF OWNERSHIP.

## 401(k)

IN ADDITION TO THE FINANCIAL BENEFITS OF EMPLOYEE OWNERSHIP, ARCH NEXUS ALSO OFFERS A MATCHING 401(k) RETIREMENT PLAN.

## INCENTIVE / ACCOUNTABILITY

UPON SUCCESSFULLY REACHING FINANCIAL GOALS, BONUSES ARE ISSUED TO STAFF BASED ON EACH PERSON'S CONTRIBUTION TO THE SUCCESS OF ARCH NEXUS.

## INSURANCE

ARCH NEXUS OFFERS EXCELLENT HEALTH, DENTAL, LIFE AND DISABILITY INSURANCE.

## PAID PARENTAL LEAVE

ARCH NEXUS WILL PROVIDE UP TO **SIX WEEKS OF PAID LEAVE** TO ALL EMPLOYEES WHO HAVE WORKED FOR 12 MONTHS OR MORE, **REGARDLESS OF GENDER**, FOLLOWING BIRTH OR ADOPTION OF A CHILD.

## PAID PHILANTHROPY TIME

EMPLOYEES AT ARCH NEXUS ARE ENCOURAGED TO TAKE TWO PAID DAYS PER YEAR TO VOLUNTEER FOR A CHARITABLE CAUSE.

