



# Benefits in brief

At Plante Moran, we offer eligible staff a robust benefits package. Here are the highlights.\*



## Health, disability, and life insurance

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### Medical coverage

We offer a range of medical insurance plans through Aetna, including health savings plans and flexible spending accounts. Many routine services are fully covered, and plans include a choice of prescription drug programs.

We also offer dental, vision, basic and additional life insurance coverage as well as short- and long-term disability plans in the event you're unable to work due to a nonwork-related illness or injury.



## Flexible time off

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We're proud to offer a generous and flexible paid time off (FTO) program. Under the FTO program, staff are not limited to a fixed number of days off each year. In addition to FTO, we offer eight paid holidays.

## Parental leave

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All eligible new parents receive six weeks of 100-percent-paid parental leave. Expectant moms are also eligible for six weeks of maternity disability benefits, for a total of twelve weeks of 100-percent-paid leave. These benefits, combined with our generous leave policies, make it easier for expectant and new parents to spend the time they desire focusing on family — in some cases, as much as six months of time away from work.



## 401(k) tax savings plan and matching contribution

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Our 401(k) tax-savings plan is offered to help all Plante Moran staff save for retirement through tax-deferred or Roth contributions into a retirement trust fund. The firm makes a matching contribution to eligible staff members' retirement savings plan accounts equal to 50 percent of the first 6 percent of compensation that each staff member saves per year. For every \$1 staff deposit, the firm will match \$0.50, with total matching contributions up to 3 percent of total compensation.

\*Part-time staff working more than 20 hours per week are eligible for benefits. Keep in mind that eligibility, benefit levels, and contribution requirements vary.



# Other perks

We offer a wide range of discounts and employee assistance programs to help make life easier for our dedicated staff.

## Athletic reimbursement



To encourage physical fitness, the firm pays a portion of certain fees for health club dues, exercise classes, and other approved exercise programs.

## Transportation reimbursement



Our transportation reimbursement program lets staff use pretax dollars to pay for work-related transit and parking expenses.

## Dress for your day



Our dress policy allows staff to make clothing decisions based on who they'll be meeting, where they'll be working, and what they'll be doing. Dress can be suit professional, business casual, or jeans casual. Translation: as long as you're not meeting with a client or attending an event, you can wear jeans every day of the week.

## Flexible scheduling



Staff understand that when working at a client site, they'll keep the client's hours. Depending upon role and circumstances, however, they may have the opportunity to maintain a more flexible schedule when working in the office. For more senior and/or high-performing staff, arrangements may include telecommuting, compressed workweeks, and part-time schedules.

## Team outings



Here at Plante Moran, we work and play hard! We attend various social events throughout the year as a team or office — some, like our annual Firm Conference, even include the whole firm.

## Other perks



We offer a number of assistance programs ranging from wellness-related to financial and legal. In addition, other perks vary by office and may include free flu shots, dry cleaning pickup and drop off, discounts from local merchants, and many more.