

FMX Benefits

Medical

- Medical, Dental, & Vision Benefits
 - » 100% company-paid premiums for FMX teammates
 - » 50% company-paid premiums for additional dependents
 - » Starts on your first day of employment
- Employee Assistance Program
 - » 4 fully-paid counseling sessions per calendar year
 - » Starts on your first day of employment
- Health Savings Account (HSA) Contribution (must be enrolled in FMX Medical to be eligible)
 - » \$100 / month pre-taxed contribution from FMX
 - » Starts on your first day of employment

Time off

- Paid Time Off (PTO)
 - » 15 Paid Time Off days per year
 - » Provided in a lump sum on your first day of employment
- Volunteer Time Off (VTO)
 - » 2 Volunteer Time Off days per year
 - » Provided in a lump sum on your first day of employment
 - » Teammates choose how they want to utilize this time off
- Sick Time Off
 - » Unlimited
 - » Can be used for appointments, surgeries, sick time, sick child care, etc.
- Parental Leave
 - » 12 weeks for the primary caregiver (per birth/adoption)
 - » 3 weeks for the secondary caregiver (per birth/adoption)
 - » Available after 1-year of employment



Other

- 401K Contribution
 - » Automatic enrollment
 - » 1% employer match
 - » Starts on your first day of employment
- Remote-First
 - » We are a remote company, but have an office space in Columbus, Ohio that teammates can use at their discretion
- Home Office Stipend
 - » \$500 stipend to furnish your home office

