








# North Risk Partners Perks & Benefits

 <p><b>PAID TIME OFF (PTO)</b></p>	<ul style="list-style-type: none"> <li>• Full-time and part-time* team members are eligible for Paid Time Off (PTO) with North Risk Partners.</li> <li>• PTO will increase each year based on an employee's years of service.</li> <li>• Employees joining through acquisition will be awarded PTO based on their original date of hire with their agency.</li> </ul> <p><small>*Part-time team members are recognized as working 30 hours or more per week. PT team members will receive a pro-rated amount of PTO based on scheduled hours of work.</small></p>
 <p><b>PTO DONATION PROGRAM</b></p>	<ul style="list-style-type: none"> <li>• This program provides the opportunity to support fellow team members during an unexpected time of need.</li> <li>• A PTO donation period is held once each calendar year.</li> </ul>
 <p><b>VOLUNTEER TIME OFF (VTO)</b></p>	<ul style="list-style-type: none"> <li>• North Risk's VTO program allows team members to give back to their local community through various volunteer activities of their choice.</li> <li>• Full-time team members receive 24 hours of VTO each calendar year.</li> <li>• Part-time team members receive 8 hours of VTO each calendar year.</li> </ul>
 <p><b>PROFESSIONAL EDUCATION</b></p>	<ul style="list-style-type: none"> <li>• North Risk encourages team members to seek out educational opportunities in the insurance field or other areas directly related to their role.</li> <li>• Team members are reimbursed for all costs associated with obtaining or maintaining insurance licenses or other related job certifications.</li> </ul>
 <p><b>SUMMER FLEX</b></p>	<ul style="list-style-type: none"> <li>• This is a voluntary program that allows team members to work a set schedule of longer hours to leave up to four hours early on a given day every other week.</li> <li>• Summer Flex runs from Memorial Day through Labor Day each year.</li> </ul>
 <p><b>WORK FOR YOUR DAY (REMOTE WORK)</b></p>	<ul style="list-style-type: none"> <li>• This program allows team members to work remotely from a designated location (usually their home) on a Hybrid or Intermittent basis.             <ul style="list-style-type: none"> <li>○ Hybrid: one to two days remote at agreed upon designated location (i.e., home office)</li> <li>○ Intermittent: As needed bases for special circumstances (i.e., adverse weather)</li> </ul> </li> </ul> <p><small>*Full-time remote work is designated for special business purposes only.</small></p>
 <p><b>OTHER PERKS</b></p>	<ul style="list-style-type: none"> <li>• Paid Parental Leave</li> <li>• Branded Clothing Allowance</li> <li>• Birthday and Milestone Anniversary Gifts</li> <li>• All-Company, Division, &amp; Office Specific Celebrations</li> </ul>