



# Our Benefits

## Full Time, Salaried Employees

At Michael Hyatt & Company, we believe that we're at our best at work when we're at our best as people. Because of that, our benefits aren't merely benefits. They're how our core company values—such as intentional margin, unyielding integrity, and continuous growth—come to life. Every item on this list is intended to empower you and your family to develop and transform.



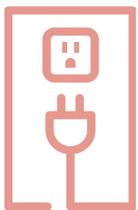
### 1. No-Cap Bonus Plans

To achieve success, we all have to work together. That's why we share in our success together, too. All eligible full-time employees will receive generous year-end bonuses when we reach our annual financial goals. If we beat our goals, there's no cap on your bonus potential.



### 2. Work Where You Work Best

We trust you to know what surroundings will help you do your best work. So we welcome employees to work from home or wherever they like. And soon you'll have the option to enjoy the energy and collaboration of your fellow teammates in our private, premium co-working space for those days when you'd like an in-person connection.



### 3. Totally Unplugged Time Off

When you are not working, we don't expect you to be on call. That includes nights, weekends, and vacations. Instead, enjoy the freedom of being fully present with those you love most when you're off the clock.



### 4. Unlimited PTO

We expect our team members to deliver exceptional results, and we reward that contribution with extraordinary freedom. We know high-performing teams excel when they are healthy and well-rested. That's why we allow our full-time employees to take as much time off as needed to do their best work. Simply submit your request for PTO to your supervisor, make sure your responsibilities are covered, and have a great time away!

## 5. Paid Sabbatical



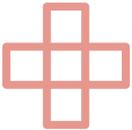
We know you have big dreams and goals that may require extended time away from work. Every three years, full-time employees are eligible to take a paid, one-month sabbatical to pursue those big dreams, have new adventures, and recharge.

## 6. Paid Family Leave



We celebrate strong families and parents who are present. That's why we go above and beyond the FMLA requirements to provide twelve weeks of paid maternity leave and six weeks of paid paternity leave for eligible employees. This enables both biological or adoptive parents to bond with their new additions without trying to come back to work too soon.

## 7. Premium Health Care Coverage



Healthy employees are happy employees, so we cover 100% of your health care plan and 50% for your dependents.

## 8. Complimentary Access to All Products



We want our team members to experience the same transformation from our courses and other products our customers do. So, as a team member, you'll enjoy complimentary access to products like *5 Days to Your Best Year Ever*, the *Full Focus Planner*, and *LeaderBox*. Spouses are also given access to products—just ask if you'd like something.

## 9. All-Team Workshops



We're passionate about personal growth, and we hire people who are, too. Research shows that the ability to grow in one's job is a key predictor of professional satisfaction. So twice a year we gather in person to discover new things about ourselves and each other.

## 10. Annual Professional Development Budget



What skills do you need to become better at your job? Every department is granted a generous professional development budget. Work together with your team leader to pinpoint what skills you want to develop, and then we'll help you equip yourself with them.

## 11. No-Red-Tape Software Budget



If you need a particular piece of software to be better or more efficient at your job, we'll cover it. It's yours, no questions asked.