



# Company Benefits

Available for 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. Tiered Bonus Incentive 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.



## 2. A Perfect Hybrid: In Person & Remote Work

We've created an intentional culture that promotes productivity, collaboration, and fun at work. In our experience people are the happiest and most productive when they have meaningful time to do deep, uninterrupted work at home (or wherever they can focus best) and when they have the sense of connection that comes from in-person collaboration at [our beautiful, co-working space.](#)



## 3. 401(k) | NEW BENEFIT

We know our greatest asset is our team. That's why we've given our eligible full-time employees the ability to enroll in our 401(k) plan to continue or begin saving for their future. We believe in providing our team with the tools to achieve success in all of their life domains, including their finances.



## 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 Parental 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 the Full Focus Planner, LeaderBooks, The Focused Leader Master Class, and more. 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. Personal Development | NEW BENEFIT

We value our team as our greatest asset and therefore each full time employee has the autonomy to use \$500 annually towards personal development of their choice each year.



## 12. Rejuvenation Pop Ups | NEW BENEFIT

We know you work hard to help bring our mission and vision to life and we want to reward your great efforts with periodic rejuvenation pops throughout the year with opportunities for in office yoga, chair massages, and meditation.



## 13. PTO for Community Service | NEW BENEFIT

We celebrate community involvement and making the world a better place. That's why we encourage our team to take up to 2 days per year of paid time off for community service activities of their choosing. This is totally optional, but a benefit we celebrate and encourage.



## Supplemental Insurance | NEW BENEFIT

We know how important it is to give our employees the opportunity to obtain the “double win” in their lives— to win at work and succeed at life— so we provide amazing, affordable supplemental insurance options allowing them to take advantage of group rates for life insurance, cancer insurance, and accident insurance through AFLAC. These insurance options are totally optional, but a benefit we celebrate and encourage.