

# Working at Has its Benefits



*"I love the work environment at Driven! There is a lot of room for advancement with great benefits. They encourage professional development in the fire protection industry. Driven helps you know what industry certifications are available, what they mean, and how to achieve them. There are professional engineers on staff that are willing to teach and create a learning environment. Everyone is willing to collaborate to create the best design for the customer."*

*~Current Driven Fire Consultants Team Member*



## Why Driven?

It's easy... we're a great place to work! Our culture is reflected in our employee benefits. The physical, mental, and financial health of our employees and their families is a top priority for Driven Fire Consultants, which is why we have a strong, competitive benefits program to help you and your family manage and protect your health, wealth, time and career. So as you think about joining Driven, be sure to look closely at our benefits package.

## We Care About:



**Your Health**



**Your Wealth**



**Your Time**



**Your Career**



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# Your Health

**Driven Fire Consultants is dedicated to the health and well-being of both you and your family.**

A comprehensive, quality insurance program is available to you and your family. You become eligible for coverage on the first day of the month following your date of hire.

The following benefits are available, as defined in the summary plan descriptions available through our online enrollment system:

- Health Coverage
  - **Plan offerings with deductibles as low as \$1500**
  - 3 deductible options \$1500 and \$5000 and \$7500 HDHP (offered with an HSA)
  - \$500 employer contributions to monthly premiums
- Voluntary Dental and Vision Coverage
- Employer paid Long Term Disability (LTD) to all benefit eligible employees

# Your Wealth

## 401k Plan

Driven understands how important it is for you to save for your future. Our 401k/Retirement Savings Plan allows you to put aside money before income taxes are withheld from your pay. After six months of service, employees are automatically enrolled unless opting out. Driven will match up to 3.5% unless the employee chooses to opt out.

## HSA

Health Savings Accounts (HSA) let you pay for certain health care and expenses using tax-free money deducted from your paychecks. Driven offers Health Savings Accounts.

## Life Insurance

Most people don't like to think about life insurance. But when an accident or unexpected death happens, we realize how important it can be. Driven provides Employer paid Basic Life & Accidental Death and Dismemberment Insurance.

- \$15,000 benefit to all eligible employees

# Your Career

## Education & Training Assistance

Driven encourages full-time employees to broaden their job-related knowledge by enrolling in educational courses and training. Driven Fire Consultants will reimburse eligible employees for tuition and books for pre-approved tuition expenses. Full-time employees are eligible for this program after one year of employment.



# Your Time

## Holidays

Driven observes **seven** paid Company holidays each year.

## Paid Time Off (PTO)

A break from the regular work routine is recommended as a way of refreshing your body and rejuvenating your spirit.

At Driven Fire Consultants, you earn PTO each paycheck. The rate at which you earn PTO is based on your years of service with a maximum of **3 weeks paid vacation** at the highest level.

## Leaves of Absence

If you need to leave work for longer than your PTO allows, a leave of absence may help. Driven offers leaves for jury duty, military service, family leave, medical leave, and other situations.

# Your Future

Driven believes in recognizing motivated team members. Driven Fire Consultants has a clear structure for driven team members to advance in skill and pay level with clear goals and reviews to advance in the industry.

**work hard  
play hard**

**At Driven we celebrate each other and our successes.**

**Whether it's**

- special lunches
- optional group outings
- career building group training sessions

**we believe in having fun!**



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