



TOTAL REWARDS

at

MonogramTM
of foods

At Monogram Foods, your great work is not just recognized – it's rewarded.

We know our dedicated team members are the driving force behind our growth. Through our Total Rewards program, we strive to create a culture where your overall well-being is a priority and your achievements are celebrated.



BENEFITS
Healthcare, Vision, and Dental Insurance
Disability and Life Insurance
12-week Paid Maternity Leave
401(k) Plan
Employer Match
Paid Time Off

COMPENSATION
Competitive Pay
Annual Incentive Plan
Sales Incentive Plan
Manufacturing Incentive Plan
Long-Term Incentive Plans
Paid Holidays

WELL-BEING
Employee Assistance Program
Fitness Center Discounts
Health Counseling
Retirement Planning and Education
Monogram Cares

REWARDS & RECOGNITION
Employee Recognition Events
Service Awards
CEO Spotlight
Founders' Awards

TOTAL REWARDS
at
Monogram Foods

Total Rewards at Monogram Foods is more than pay.

It includes a wide range of benefits and programs aligned with our four pillars: Compensation, Benefits, Well-being, and Rewards and Recognition.

Compensation

We provide a pay structure that not only competes in the market but also acknowledges the true value of your skills and dedication. Our commitment to fair and transparent pay is central to ensuring your financial well-being. You'll enjoy a competitive base salary benchmarked against industry standards, an **Annual Incentive Plan (AIP)** and **Sales Incentive Plan (SIP)** for exceptional efforts, and a **Long-term Incentive Plan (LTI)** focused on stability and growth. Also hourly team members may participate in our **Manufacturing Incentive Plan (MIP)** and hourly bonuses that recognize hard work.

Benefits

We prioritize your health and financial security with a **comprehensive benefits package** for you and your family. From medical coverage to dental and vision insurance, disability and life insurance options, and a 401(k) plan with generous employer matching contributions - we've got you covered. Growing families benefit from **12 weeks of paid maternity leave**, and you can enjoy paid time off to recharge.

Well-being

We believe your well-being is our priority and the foundation of your overall success. Our Total Rewards program includes wellness initiatives and policies that promote a **healthy work-life balance and support your overall happiness and productivity**. You may access resources through our **Employee Assistance Program (EAP)**, stay active with fitness center discounts, and receive confidential, expert guidance for your physical and mental well-being. Empower yourself with **financial wellness education** and personalized planning to help you make the best decisions to ensure a comfortable retirement.

Rewards & Recognition

Celebrating **team member achievements in a positive and motivating work environment** is a key ingredient at Monogram Foods. You will enjoy **team member recognition events** to commemorate successes and milestones. We also spotlight outstanding team members during town hall meetings and recognize leaders who embody our company values during our annual Founders' Awards. Team members may also receive spot bonuses as a token of appreciation for going above and beyond.



OUR CULTURE IS OUR SECRET INGREDIENT

At Monogram Foods, we are committed to investing in our people and their growth. We embrace diversity and celebrate the joy of working with amazing people who help create a fulfilling and rewarding work environment. Together, we live out our mission to “make it better” for our team members, our customers, and our community.



Monogram University

Monogram University allows you to embark on your learning journey by accessing a wide range of in-person and online training experiences and personalized development opportunities. Monogram University is an investment in our people and offers internal trainings, LinkedIn Learning courses, English as a Second Language classes, local leadership development programs, safety training, and more.



Monogram Foods Loves Kids Foundation

Providing support to children and families in need is our mission. To date, the Monogram Foods Loves Kids Foundation has proudly raised over \$16 million for various children’s charities across the communities where we operate.



Monogram Cares

Monogram Cares assists team members when life takes an unexpected turn. In the event of an emergency such as a house fire, natural disaster, or unexpected expenses due to a child’s illness, an eligible team member can apply for a grant through Monogram Cares. This program embodies the spirit of community and compassion that makes Monogram Foods a great place to work.

MISSION, VISION, AND VALUES

Mission

Our mission is to deliver continuous profitable growth for our customers, team members, suppliers, and shareholders through our partnership and innovation.

Vision

Our vision is to be “**The Growth Partner That Makes It Better**” by growing our team, growing our customers, and growing profits together.

Behaviors We Value

In addition to our mission and vision, we are guided by a set of behaviors we value that define and govern who we are and how we operate. These behaviors are the foundation of our culture and are incorporated into every aspect of our company’s business operations.



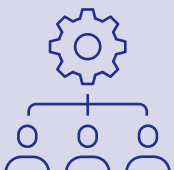
People First...
Team Always



Commitment
& Integrity



Celebrate
Success



Embrace
Entrepreneurial
Spirit



Open
Communication



Sustainability





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