

We take care of our team. And it shows in our benefits.

Our careers come with outstanding benefits in a family-friendly environment. Our comprehensive benefits package includes flexible schedules and offers creative solutions to the structure of your workday.

Some of our benefits include, but are not limited to:

Health

Team members are eligible for insurance coverage on the first day of the month following 30 days of employment. We offer several competitively priced medical plans, as well as an agency contribution to a Health Savings Account for those who enroll in the high-deductible health plan. Dependents may be added, as well as other lines of coverage, such as dental and vision, for an additional discounted cost. We partner with well-established, national providers with strong networks of doctors and hospitals.

Wealth

Team members are eligible to begin saving in a 401(k) on the first of the month following 30 days of employment. Once a team member has been employed for six months, we offer a 6 percent employer match. Both pre-tax and Roth accounts are available through a premier retirement plan provider. Ongoing education, resources and tools, and individual advising opportunities are also offered to support financial wellness.

Wellness

Haas & Wilkerson believes the circle of care begins with taking care of our team members. The agency provides a dynamic mental health benefit program to all team members and their families. Our internal wellness committee, the Health & Well-being Warriors, are steadily launching new and different opportunities centered around physical, mental and financial health.

Protection

Each team member is protected with a term-life insurance policy and is also covered for AD&D insurance, short-term, and long-term disability, all paid 100% by the agency. Optional life insurance is available for each team member and their dependents at a reduced rate. We are proud to offer a paid parental plan for those team members welcoming new additions to their family.

Relaxation

Team members begin to accrue paid time off upon their first full month of employment. In the first 12 months, up to 15 days of PTO may be accrued, and this accrual rate increases on the team member's 3rd, 7th, and 15th anniversary. Team members are provided nine paid holidays, in addition to an extra 'holiday' for their birthday.

Professional Development

Because continuing education is important to our industry, team members may attend seminars, workshops, and other educational programs to increase their skills and knowledge. Many team members carry professional certifications in their respective fields, and Haas & Wilkerson supports this growth and development.

Recognition

Haas & Wilkerson knows the importance of a "thank you." From peer-to-peer shout outs on our digital "Brag Board" to formal recognition at staff meetings, team members are recognized for their everyday wins. When the agency earns the business of a new client, the bell in the atrium is rung to share the good news, give thanks to the team involved in the win, and celebrate new partnerships.

Service Appreciation

Work anniversaries are significant milestones here. We recognize years of commitment with a token of appreciation every November at our annual Thanksgiving luncheon, at which we present crystal trophies to those celebrating service milestones. Gifts are also given (depending on years served) in the form of a cash bonus or a travel allowance and extra PTO.

**Interested in joining
the Haas & Wilkerson team?**

Contact paige.guffey@hwins.com
to learn more.