



EMPLOYEE BENEFITS

We've got you covered!

MTI America offers a rewarding career supported by a comprehensive, people-first benefits package designed to help you thrive—at work and at home



Health & Wellness

MTI is committed to supporting the well-being of our team members and their families. Our benefits provide flexibility, choice and meaningful coverage options.

Generous employer contribution toward medical insurance

Multiple medical plan options with competitive deductibles and out-of-pocket maximums

Health Savings Account (HSA)

**With High Deductible Insurance Plan*

Dental and vision coverage

Flexible Spending Account (FSA)

Company-paid long-term disability

Voluntary short-term disability

Employer-sponsored basic life insurance (eligibility and coverage vary by role)

Supplemental voluntary life insurance options

Accident and Hospital Indemnity coverage

Employee Assistance Program offering confidential support services

Wellness Rewards



Financial

We believe in helping our team build a stable future and rewarding exceptional performance.

Competitive, company-matched 401(k)

Variable Incentive Plan
(performance-based bonus program)

Referral incentive program

Additional pay-for-performance opportunities



Paid Time Off

We understand the importance of rest, balance, and personal time.

Robust paid time off program, accruals increase with tenure

7 paid company holidays annually

