



# 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

