



2025 Total Compensation (Full Time Employees)



Financial & Leave Benefits

Competitive Salary

Competitive annual salary based on external benchmark data with annual review.

Annual Bonus

Eligibility for annual bonus (percentage of salary based on role).

Paid Time Off (Flex Time Off)

Flexible Time Off program for vacation, illness, mental health, volunteering, and other personal time off to rest and recharge.

Paid Holidays

13 days off observed holidays include last week of December company closed for the holiday.

ESOP (Employee Stock Ownership Plan)

Opportunity to share financially in Mosaic's growth through company stock.

401(k) Retirement Savings

Up to 25% annual discretionary match based on vesting schedule.

Paid Maternity & Paternity Leave

Paid leave hours of up to 12 weeks for maternity leave and 1 week for paternity leave.

Employer-Matched Charities

Eligible 501(c)(3) donations made by employee matched up to \$2,000 per year.

Health, Wellness, Life/LTD/AD&D/EAP

Medical/Dental/Vision Coverage

Company-sponsored benefits include monthly Health Savings Account (HSA) up to \$2,500 annually.

Medical & Dependent Care FSA

Medical flexible spending account with employer contribution (non-HSA eligible). Pre-tax dollars allocated for dependent care.

Wellness Program

Employer-sponsored program with incentives on health premiums for wellness activities. Includes MosaicMoves program with prizes for health and wellness competitions.

Ancillary Benefits

100% employer-paid Life, AD&D, long-term disability insurance. Additional life and STD insurance available for employee contribution. Free access to EAP program for 24/7 counseling.

Career Development

S.E.E.D. (Skill Enhancement & Employee Development)

Professional development program with comprehensive offerings (LinkedIn Learning, Mosaic-sponsored events, Toastmasters, Centers of Excellence, and more).

360 Feedback Program

Ongoing feedback, goals, and employee and manager assessments focused on growth and development.