



Employee Benefits

M&IW hires the best and brightest in meetings and events as well as diverse top talent across multiple specialties.

In addition to enjoying a comprehensive benefits plan and professional perks, M&IW's One Team culture sets us apart. Our global team members connect through volunteer experiences, local social activities, and worldwide onsite travel opportunities.



PROFESSIONAL PERKS

PROFESSIONAL DEVELOPMENT

M&IW values the insights and contacts gained from involvement in professional associations and trade groups. Any employee can apply to represent M&IW within various industry programs.

TUITION REIMBURSEMENT

After one year of full-time employment, M&IW will reimburse out-of-pocket tuition expenses for

courses taken during non-working time within a discipline directly related to employees' current role.

GLOBAL GIVEBACK

M&IW employees are passionate about helping others. In addition to an annual companywide giveback program, employees receive 8 hours per year to volunteer with a charity of their choosing.

WELLNESS

M&IW prioritizes employee well-being by:

- Encouraging healthy habits.
- Offering personalized wellness options.
- Fostering open communication about mental health challenges.
- Creating a positive culture that celebrates well-being in all aspects (financial, occupational, social and spiritual, just to name a few).



DIVERSITY, EQUITY, INCLUSION, AND BELONGING

M&IW recognizes that a strong team is built from a variety of backgrounds, skills, and viewpoints. Employees are encouraged to bring their authentic selves to work every day.

M&IW is committed to:

- building, sustaining, and retaining a diverse workforce and a company culture of encouragement, support, empowerment, and inclusion for all.
- creating events and experiences that positively impact a global and diverse audience and foster an environment with our partners that is welcoming and respectful for all.

SHARK TANK

Executive leadership members hear and implement employees' innovative ideas on how M&IW can continue to succeed and grow.

TRUSTED TRAVELER PROGRAM

If required to travel for business purposes, employees can expense the cost of Global Entry or TSA PreCheck.



MANAGERIAL MEET-UPS

Employees meet with their managers monthly to review their current workload and personal and professional goals and to address any questions and concerns. This process allows the employee to understand how they are progressing in their role.

INTERNAL PROMOTIONS

M&IW leadership encourages continuous growth within the company and supports opportunities for employees to expand their skill set. Most open positions are posted for internal candidates prior to going public.

PUBLIC ACCOLADES (KUDOS)

Employees are encouraged to recognize each other's accomplishments with public accolades through the kudos program.

PAID TIME OFF (PTO) SHARING

M&IW allows employees to donate unused PTO. Employees can apply to receive donated PTO during a qualified personal event.



PERSONAL PERKS

PAID TIME OFF (PTO)

M&I's generous PTO plan combines vacation, sick, and personal days. Full-time employees accrue PTO annually and can use their PTO from their first day of employment.

PAID HOLIDAYS

M&I offers up to thirteen paid holidays for full-time employees, including a floating holiday for religious observance when the company is typically open.

WORK FROM HOME

Ninety percent of M&I employees work remotely. Of those who work from the headquarters in Caledonia, Wisconsin, many are able to work from home 1–3 days a week.



TRAVEL AND ENTERTAINMENT DISCOUNTS

M&I is a proud TicketsatWork partner. TicketsatWork offers exclusive discounts, special offers, and access to preferred seating and tickets

to top attractions, theme parks, shows, sporting events, movies, hotels, and more.



FLEX SCHEDULE

Employees who have been with the company for at least 90 days have the opportunity for a flex schedule based on business and department needs. M&I offers multiple ways for employees to take advantage of this program.

SUMMER SABBATICAL

After 90 days of employment, employees are eligible to take unpaid time off during a specified time frame over the summer based on business and department needs.



BENEFITS AND RETIREMENT

RETIREMENT PLANS (401K)

M&IW's 401(k) savings plan allows eligible employees to save on a pretax basis and build a financial reserve for retirement. M&IW also provides a discretionary match of up to 2.5% for all eligible employees.

PARENTAL LEAVE

M&IW provides up to six weeks of paid parental leave to qualifying employees. Upon returning from leave, M&IW works with new parents to ease back into work and maintain balance with their new life at home.

MEDICAL COVERAGE

M&IW offers a choice of three medical plans for full-time employees, allowing individuals to decide what type of coverage best suits them. M&IW pays for 70% of the single medical coverage.

DENTAL COVERAGE

For dental plans, M&IW offers basic and orthodontic plans for all full-time employees. Both plans cover preventive services and some restorative care paid for by the employee.

VISION PLANS

M&IW offers a vision program for all full-time employees that includes in-network benefits paid for by the employee.

PRESCRIPTION PROGRAMS

The 4-tier prescription drug program is for employees enrolled in a qualified medical plan.

Members can fill prescriptions at participating retail pharmacies or fill maintenance prescriptions through a mail-order program for additional cost-savings.

SHORT & LONG-TERM DISABILITY

Every full-time employee is given the opportunity to sign up for an employee-sponsored Short-Term Disability and Long-Term Disability benefit.

COMPANY PAID LIFE / AD&D

M&IW provides all eligible full-time employees with Basic Life and AD&D insurance up to \$25,000 at no cost.

SUPPLEMENTAL LIFE

All full-time employees can purchase additional supplemental life insurance for themselves, their spouse, and their children.

WHAT'S NEXT?



APPLY WITHIN

NEW HIRE ONBOARDING

Starting off with a new company can be daunting. M&IW's fantastic Onboarding Program helps new hires quickly and effectively adapt to their new position by providing the foundational tools needed to build a career within M&IW.