



BUCKNER'S VALUE PROPOSITION



OVER \$120K SPENT IN 2024 FOR EMPLOYEE APPRECIATION AND RECOGNITION

- Tenure Awards (\$500.00 per every 5 years of service)
- Team Lead Appreciation Budget for their employees
- Bonus program for earning insurance specific designations
- Open wallet for continued education
- Spot recognition through Reward Builder and monthly bulletin shout outs



WE PROMOTE PERSONAL AND PROFESSIONAL DEVELOPMENT

- Enhanced initiatives through iMA workshops, Level Up Summit, Learning Studio, KPI's, and Client Advisor Toolbox
- Formalized Career Progression Model for client service team
- Streamlined onboarding with 30/60/90-day reviews
- Extensive manager training and defined success factors/ expectation
- We offer free mental health benefits to all employees



WE HELP YOU SAVE FOR YOUR FUTURE AND ON OUT-OF-POCKET HEALTH CARE COSTS

- We match your 401K deferrals 100% of the first 1% and the 50% of the next 5%
- We contribute between \$600 and \$1800 monthly to your HSA based on coverage tier
- We offer Teladoc for just \$4.00 a month



WE OFFER AN ATTRACTIVE WORK LIFE BALANCE CULTURE

- 10.5 paid holidays annually
- 3-5 weeks of PTO based on tenure and 2 additional flex days annually
- Monthly half days over Summer
- Comprehensive "work from home policy"
- Paid Parental Leave program
- Paternity Leave - 40 hours PTO
- Maternity Leave - first 6 weeks full pay
- Onsite Morale Committees help promote cross-departmental interactions and fun