

Total Rewards Philosophy

As a business first family business, we are committed to our team members and understand that our corporate culture and all values start with our people. We recognize that it is our people that make the difference in serving our customers, operating the business, and working together as a team. This commitment is supported by our Total Rewards philosophy designed to create a positive work environment and meaningful team member experiences.

A Total Rewards plan must align with our purpose, core values, business strategy, financial needs, and operational expectations to drive growth and profitability. We believe that a comprehensive total rewards plan will support this by attracting, motivating and retaining talented team members who will lead the company's success. Our Total Rewards philosophy is built on six key elements: Compensation; Benefits; Work/Life Balance; Performance & Recognition; Career Development; and Team Member Engagement.

Compensation

This is the foundation for building an interdependent relationship with our people. We strive to provide a competitive base salary that goes above and beyond the market value for companies our size when team members are fully proficient. We believe in sharing financial rewards when we meet or exceed performance goals, which includes profit sharing and bonus programs.

Benefits

As a People First organization we believe in the well being of our team members and understand that when our people are healthy they are more satisfied and productive. Gold Eagle's benefits package includes the "basics" as well as leading edge wellness initiatives designed to support the physical, emotional, and financial needs of our team members.

Work/Life Balance

The stresses of life can be quite demanding and we believe it is important for our people to have the flexibility they need to manage through them. Gold Eagle provides support for our team members in a variety of ways that ensure there is a "Balance" between work demands and personal needs.

Performance & Recognition

Gold Eagle is a performance driven organization and we take pride in recognizing our team members when they achieve significant milestones, both personal and professional. Challenging our people to be their best and providing them with appropriate feedback on their performance makes them stronger and more satisfied with their experience at Gold Eagle.

Career Development

The traditional career path has become an artifact of the past. Today's professionals need a more agile career experience that steps outside of the outdated career structure. We collaborate with our team members to understand their career needs and search for opportunities to help them grow, both internally and externally, by working across the organization and participating in industry conferences.

Team Member Engagement

The key to creating a positive and rewarding experience for our people is aligning their personal and professional needs with the business goals. As we develop our business plans each year we consider how each team member is connected with our goals. This alignment includes each of the previous five elements of our Total Rewards philosophy. When a team member's compensation, benefits, balance, performance, and career needs are met they are fully engaged and happy.

In alignment with our culture, we will strive to communicate openly about the design of the Total Rewards package. In particular, the compensation plan is intended to be fair and simple so that all team members and managers understand the goals and performance outcomes. Gold Eagle will work hard to administer the compensation plan in a manner that is consistent and free of discrimination.