

Total Rewards

Since JM Family's founding in 1968 by automotive legend Jim Moran, associates have been considered the company's most important asset. Attracting, motivating, and retaining talented associates is, and will always be, important to us. That's why the fundamental Human Resources areas of Compensation, Benefits, Learning & Development, Work/Life Solutions, and Performance and Recognition are under the umbrella of *Total Rewards*.

Total Rewards represents the main avenues we use to reward associates for their hard work, expertise, and dedication. It also represents our ongoing efforts to help associates achieve a work/life balance that enhances the quality of life for them and their families. For more than 40 years, JM Family has been steadfast in maintaining a world-class work/life environment that offers competitive salaries and outstanding benefits. The company has an impressive array of work/life advantages, including:

Compensation

At JM Family, compensation is much more than just a paycheck. It includes contributions to our many programs designed to ensure our valued associates have a rewarding work experience. In addition, associates are rewarded with a generous time off policy including vacation, personal time and holidays.

Benefits (vary by location)

- Adoption assistance
- After hours urgent medical care and 24-hour Physicians' Help Line
- Competitive and comprehensive medical/dental/vision/life insurance
- Survivor support
- Same sex domestic partner benefits
- Group legal plan
- Health and Wellness Centers with physicians, nurses, physical therapist, gynecologist and nutritionist/dietician -- offering annual physical exams, annual mammograms, flu shots, free prescriptions, prostate cancer screenings, etc.
- Healthcare and dependent care spending accounts
- JM Associates Federal Credit Union
- LifeCare®, a free, confidential life management tool
- Route 401(k), profit sharing plan, retirement plan and retiree medical plan option
- Short- and long-term disability insurance and AD&D insurance
- Use of company planes for emergencies, when available
- Vehicle purchase, parts and tire program (Toyota, Lexus and Scion)
- Vehicle finance and lease plans
- Vehicle extended warranty and maintenance plans

Performance & Recognition

- Anniversary celebrations with commemorative gifts given by years of service
- Jim Moran's autobiography upon one-year of service to the company
- Retirement gifts
- Business unit and Spirit awards

Work/Life Solutions

- ACT Line – compliance reporting hotline that reinforces Awareness, Commitment and Trust
- Associate Hotline crisis communications system
- Cafeterias open for breakfast, lunch and offering take home dinners and a Y.E.S. (You're Eating Smart) healthy menu
- Dry cleaning, alterations and shoe repair pick up and delivery services
- Fitness Centers (personal training aerobics, yoga, Pilates, water aerobics, Weight loss programs)
- Indoor lap swimming pool open 24 hours/7 days
- JM Family Center, on-site childcare for infants through 5-year-olds; Club Horizons serves children Kindergarten through 5th grade on school holidays, teacher work days, and school breaks
- Lunch & Learns – informative seminars held during lunch hours
- Massage therapy
- *Salon 185*, on-site salon offering complimentary haircuts and manicures

Learning & Development

Associate development and planning for the future are significant business strategies at JM Family. A comprehensive array of training and leadership development opportunities are available at the company's on-site, full-service Learning and Organizational Development (L&OD) training center. The facility includes presentation classrooms, a computer lab, role-play rooms, conference facilities and resource library.

JM Family also offers JMFe-university, a library of online training courses and resources to augment L&OD classroom instruction. JMFe-university provides hundreds of courses in five key areas: Leadership and Management, Professional, Finance, Information Technology and Desktop development along with a library of digitized books. With this system, associates can access learning when they need it – 24 hours a day, seven days a week.

JM Family offers a formal leadership development program, Meridian, to develop and build future leadership from within the company's own ranks, an on-site management development program in partnership with Nova Southeastern University and an on-site Executive MBA program with Florida Atlantic University.

Highlights of the company's learning, leadership and organization development services include:

- 360-degree feedback processes
- Group and team facilitation
- Instructor-led courses
- Leadership development
- Mentoring programs
- New associate orientation
- Succession planning
- Talent assessments
- Team building
- Virtual classrooms
- Tuition assistance