

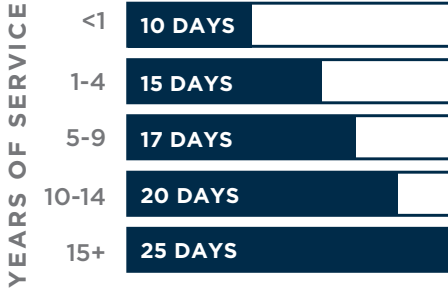
WORK LIFE BENEFITS

At NRP we provide a culture where A+ Players can balance work, home and build long-term careers. We take care of our people and invest in their growth and development. Our hope is that you grow as we grow.



TIME OFF

Vacation



11

Company Holidays

- | | |
|----------------------------|------------------------|
| New Years Day | Veterans Day |
| Martin Luther King Jr. Day | Thanksgiving |
| Memorial Day | Day After Thanksgiving |
| Juneteenth | Christmas Eve |
| Fourth Of July | Christmas |
| Labor Day | |

+7

Sick Days

BENEFITS

- | | | |
|---|--|--|
| Health Insurance | Supplemental Life Insurance | Accident Insurance |
| Dental Insurance | Employer Paid Short Term Disability | Employee Assistance Program |
| Vision Insurance | Flexible Spending Accounts | Competitive bonus and commission opportunities |
| 401(k) w/ NRP Match | Health Savings Account (Employer contribution based on plan) | Critical Illness Insurance |
| Employer Paid Long Term Disability | Identity Theft Protection | |
| Employer Paid Basic/AD&D Life Insurance | | |

401(k) MATCH*

Save **5%** **4%** NRP Matches

PAID LEAVE FOR NEW PARENTS*

6 + **2** = **8**
Weeks Weeks Weeks

Maternity (birth mother) or Adoption Leave (both parents)
 Parental Leave (both parents) Newborn or Newly Placed Child (adoption or foster care)

PART TIME BENEFITS*

20
Hours

Full health benefits available at 20+ hours
Includes prorated company holiday, sick and paid time off

PEOPLE AND CULTURE

We are committed to diversity, equity, and inclusion in the workplace because we believe a wider range of viewpoints leads to a more robust and compelling company culture, better decision-making, and better business results.



- NRP Impact Day NRP Volunteer Property Days United Way

ADDITIONAL BENEFITS

- Employee Referral Award Program
- Employee Discount Program
- Training, Certification, and Growth Opportunities
- Paid personal protective equipment
- NRP News Monthly Live Calls
- Leadership Development Programs
- On Demand E-Learning Courses

CORE VALUES

- | | | | |
|-----------|------------------|------------------------|------------------|
| INTEGRITY | PROFESSIONALISM | OPEN + APPROACHABLE | SENSE OF PURPOSE |
| TEAMWORK | HIGH PERFORMANCE | RESPECTING INDIVIDUALS | FUN |

AWARDS



*All benefits subject to basic eligibility requirements