

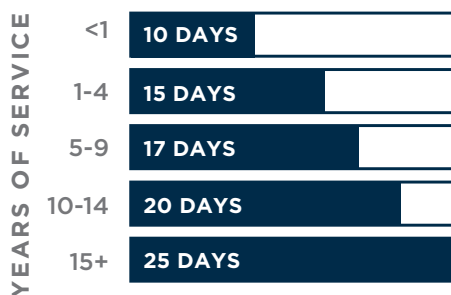
WORK LIFE BENEFITS

At NRP we provide a culture where A+ Players can balance work and home lives 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
- Martin Luther King Jr. Day
- Memorial Day
- Juneteenth
- Fourth Of July
- Labor Day
- Veterans Day
- Thanksgiving
- Day After Thanksgiving
- Christmas Eve
- Christmas

+7

Sick Days

BENEFITS

- | | | | |
|---------------------|-----------------------------------|-----------------------------|-------------------------------|
| Health Insurance | Long Term Disability | Flexible Spending Accounts | Employee Assistance Program |
| Dental Insurance | Employer Paid Term Life Insurance | Health Savings Account | Alternative Work Arrangements |
| Vision Insurance | Supplemental Life | LifeLock | Maternity Leave & |
| 401(k) w/ NRP Match | Short Term Disability | Accidental Injury Insurance | Parental Bonding Leave |

401(k) MATCH*

Save **5%** → NRP Matches **4%**

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

DIVERSITY & INCLUSION

We value diversity of views, life experience, ethnicity, sexual orientation, gender, and age, and work to ensure that all employees feel valued and included.

- All-Hands Education
- Talent Acquisition
- Talent Development



NRPCARES♥

- Habitat for Humanity
 - United Way
 - NRP Volunteer Property Days
 - Food Banks/Food Drives
- +++

CELEBRATE

- Monthly Birthday Celebrations
- Lunch & Learns
- Family Picnic
- Casual Fridays
- Holiday Party
- ++ More

OTHER PROGRAMS

- Inspire Employee Recognition Program
- Employees Referral Award Program
- Employee Discount Program

*All benefits subject to basic eligibility requirements