

Benefits

TPM offers a most attractive **benefits package**. We believe that it enhances service to our clients by reducing turnover and retaining quality employees. This is a summary of benefits available to TPM employees:

- **Professional Development** – TPM works with our employees to provide added development opportunities for additional classes, certifications and similar career development interests.
- **401(k) Plan** – All employees shall be eligible to participate in the plan after meeting the initial eligibility criteria. The plan matching contribution is equal to 100% of the matched employee contribution (that are not in excess of 4% of your compensation).
- **Profit Sharing Plan**
- **Insurance Plan:**
 - Kaiser Permanente Health Care Plan covering 80% of the single policy.
 - AETNA Dental and Vision.
- **Paid Time Off** – Salaried employees accrue up to 15 days Including Sick and Vacation.
- **Holiday Leave** – Salaried employees receive 10 days.
- **Sick Leave** – all employees accrue up to 7 days.
- **Miscellaneous Other Leave**
- **Direct Deposit** – All employees may elect to have the monthly pay directly deposited into their bank account.
- **Recognition Program**
- **Flexible Work Arrangements** – Based on assigned client's specific needs TPM may allow for telecommuting (work from home), compressed workweeks (such as four 10-hour days per week), and flextime (early arrival or departure).
- **Referral Bonus Plan** – All employees shall be eligible for a recruitment/referral bonus for information that leads directly to a new client opportunity or the hiring of a new employee. The bonus will be between \$1,000 and \$4,000 based on client opportunity or position referral. Payment will be prorated and paid monthly for 12 months or until opportunity end or employment ceases (whichever occurs first).

Associate Involvement and Participation

TPM strives to develop and maintain lasting, meaningful relationships with each associate on our staff. This achieves mutual loyalty and trust between employer, employee, and client. Involvement may include:

- **Regular Contact**
- **Contests**
- **Periodic Reviews**
- **Mentoring Programs**
- **Training Opportunities**
- **Job Shadowing**
- **Sporting Activities**
- **Company/consultant gatherings** (i.e., Holiday Party, yearly picnic)
- **Interest groups** (i.e., meeting and luncheons)
- **An Open-Door Policy** with TPM Senior Management

Contact Us

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