



Metabolic Research Center *Employee Benefits Program*

Opportunity

Create your own path of success by following your passion.

If what you are looking for in a career is the ability to make life-changing connections, then Metabolic Research Center is your match! Our Team Members share a PASSION that makes a meaningful and dramatic impact in the lives of our clients. Here are the words we work *and* live by:

Mission Statement

Metabolic Research Center is dedicated to getting our clients to their goal in the quickest, safest, and easiest way possible. We are committed to helping them maintain their results and to look and feel their best.

Vision Statement

1. Honesty, integrity, and ethical conduct must be of the highest order.
2. Genuine concern for your entire team is critical to success for all .
3. Bureaucracy is the bad guy. Straight talk and direct dealings will get better results.
4. A high-quality of life is essential to having a rewarding job.
5. Personal sacrifice is necessary to achieve team objectives.
6. Physical and spiritual fitness are important and necessary.
7. Accountability is the key to ownership. Ownership is the key to self direction.
8. Results are king! Politics alone just won't get it done.
9. Give 100% every day. When you can't, find something else to do with your life.
10. Change things for the better or plan on having them changed for you.

The above guiding principles are adapted, with permission, from Troy, The Tabasco Man.

Overview of Benefits & Perks

Team Members enjoy excellent benefits! They share in our financial success through the signature programs that we proudly offer! Included are:

- Competitive pay
- Bonuses
- Commissions
- Paid time off
- Comprehensive health coverage (medical, dental and vision)
- Employee referral program
- Monthly, quarterly and annual sales incentive opportunities
- A positive work environment conducive to living a healthy, happy lifestyle
- Ongoing educational and certification opportunities
- Participation in team activities, celebrations, and events
- Access to cutting edge health and wellness research, products and services
- Complimentary weight loss programs
- Discounted products and services
- Retail hours that allow for work-life balance
- Travel opportunities

Benefits



A Closer Look at Team Member Benefits

Metabolic Research Center's benefit program is a commitment to one of our greatest assets: Our Team Members! Along with a 'no ceilings' approach to advancement opportunities within the company, MRC offers the following benefit opportunities:

BASE PAY

Determined by the competitive market pay rate for your job, your skill set, experience and job performance.

BONUSES

Team Members are eligible to earn monthly rewards for personal and team goal achievements. We take pride in formally recognizing and rewarding all of our "above and beyond" achievers through an annual bonus incentive called President's Club.

BENEFITS ELIGIBILITY

Our full-time Team Members become eligible for benefits the first day of the month following 60 days of employment.

MEDICAL, DENTAL AND VISION COVERAGE

Metabolic Research Center offers Team Members the choice of multiple coverage levels for medical, dental and vision plans that are provided by leading national and regional insurance carriers.

MEDICAL - Our medical plans include coverage for hospitalization, office visits, lab tests and x-rays, emergency care, prescription drugs, as well as mental health.

DENTAL - Our plans cover preventive, basic and major services, as well as some orthodontia.

VISION - Our plans cover eye exams, lenses, frames and contacts.

BLUE CARE HEALTH ADVOCACY SERVICES

Complimentary service designed to help you understand and maximize your health care benefits.

LIFE INSURANCE

Life insurance provides a financial benefit that you and your family can depend on. Choose the level of coverage that is appropriate for your family. We offer coverage from \$10,000 to \$500,000.

GAP INSURANCE

Our GAP insurance provides benefits that supplement existing major medical or comprehensive health insurance plans. The additional benefits helps to cover out-of-pocket expenses related to coinsurance, copays, and other out of pocket expenses.

ACCIDENT BENEFIT

Our accident plan coverage provides benefit payments should you become injured in an accident.

CANCER COVERAGE

Cancer insurance pays benefits to you based on the treatments you receive related to a cancer diagnosis. The benefit is paid in addition to your medical insurance plan.

PAID TIME OFF

Team Members are awarded paid time off (PTO) based on length of service:

- 12 months - 10 days (can use 5 days as soon as completing 6 months of service)
- 24 months - 13 days
- 36 months and longer - 15 days

PAID HOLIDAYS

Metabolic Research Centers are closed in observance of 6 paid Holidays annually:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day



Employee Perks

A Closer Look at Team Member Perks

Imagine earning perks that make you physically healthier and mentally happier. Metabolic Research Center provides a working environment that encourages excitement and fulfillment in your role. Perks that provide you discounts plus more of what really counts; ways for you to grow personally, professionally and with purpose.

HEALTHY HOLISTIC WORK ENVIRONMENT

You'll be surrounded by others who are as passionate about health and wellness as you are! Come to work everyday in an inspiring, uplifting 'home away from home' environment!

TEAM MEMBER RECOGNITION PROGRAM

Metabolic Research Center's successes are reflections of the quality, imagination and initiative of our Team Members. We recognize and reward contributions and achievements at all levels through both formal and informal recognition programs.

IN-CENTER PRODUCT DISCOUNT

Team Members receive a 20-60% discount on products, services and merchandise.

The best MRC perk is working with our amazing clients. It is thrilling to walk with a client; coaching, teaching, motivating and inspiring them all the way to goal. There are no words to describe the satisfaction of seeing clients reach their goal and knowing that you had an impact on helping them achieve a healthier, happier life.

