

RTI has been recognized for our outstanding commitment to employee engagement and work-life balance through the WorldatWork non-profit human resources association and total rewards authority.



This document outlines some of the key elements of RTI's Total Rewards offerings. Not all programs in all countries are described here because RTI strives to provide Total Rewards that are relevant and competitive based on the countries in which we operate.

## Global Rewards and Recognition

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RTI's philosophy is to offer competitive total compensation to attract the best scientific, technical, and leadership talent in the industry.

- **Ongoing market reviews** ensure that we are competitive in the markets in which we compete for talent.
- **Wide salary ranges** allow for employees' growth within their current roles.
- **Annual merit reviews.** Employees are rewarded for the contributions they make through performance of their roles, demonstration of the Lead Forward behaviors, attainment of goals, and the level of stretch in their goals.
- **Multiple recognition programs.** RTI rewards individuals and teams for their contributions to RTI's mission. These rewards include Author Awards, Innovation Showcase Awards, President's Awards, RTI Team Awards, and Spot Awards, to name a few. Recognition of outstanding staff contributions is part of the core culture at RTI and one of the many things differentiating RTI in our Total Rewards package.

## International Total Rewards

### International Total Rewards



RTI is a globally competitive organization with core benefits offered in each country in which we operate. Our Total Rewards are reviewed globally on an ongoing basis to ensure that we are competitive based on local prevailing practice.

- Medical coverage
- Survivor benefits
- Long service awards
- Paid time off
- Holidays
- Leaves of absence

## Retirement Savings

### Retirement Savings



RTI believes that all employees should have a vehicle by which to save for a comfortable retirement.

- Highly competitive employer contribution to the RTI Retirement Savings Plan 401(k) once staff members have attained one full year of service.
- RTI's contributions to employees' 401(k) are not dependent upon employees' own contributions to the 401(k).
- An array of investment funds are available to employees to align with their own individual investment philosophies and strategies.

## Paid Time Off and Holidays

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RTI values time away from work that rejuvenates and refreshes our employees.

- Paid time off (PTO) and holiday pay
- Paid parental leave for both mothers and fathers
- Bereavement leave
- Military leave
- PTO donation program
- Sabbatical leaves
- Additional unpaid leave for a variety of reasons to supplement our paid leave programs

## Medical, Life, and Disability Insurance

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RTI offers comprehensive medical, life, and disability programs to help protect our staff, their families, and domestic partners.

- A choice of medical plans including prescription drug and vision coverage
- Dental coverage
- Medical expense flexible spending accounts
- Life insurance
- Accidental death and dismemberment insurance
- Short- and long-term disability coverage
- Long-term care insurance

## Family Friendly



RTI offers flexibility that employees need with family-friendly options to help staff manage personal and professional responsibilities.

- Flexible work schedules
- Telecommuting
- Employee Assistance Program (EAP)
- Adoption assistance
- Dependent care flexible spending accounts
- Infertility treatment benefits
- Subsidized child care for qualifying employees
- Transportation subsidies for qualifying employees

**Family Friendly**

## Community Involvement



RTI has an award-winning Community Partnership Program.

- RTI contributes to the communities served by our offices as part of our mission to improve the human condition
- Charitable contribution matching for selected contributions
- RTI partners with these and other community outreach organizations:
  - American Red Cross
  - Rise Against Hunger
  - Relay for Life
  - United Way
  - Food Bank of Central & Eastern NC
  - UNC-TV
  - US2020RTP

Community  
Involvement



## Wellness



RTI fosters a culture of well-being. We provide numerous resources to our employees and encourage staff to engage in maintaining good health through the use of fitness and wellness offerings.

- On-site fitness centers and fitness classes
- Health and wellness events
- Healthy choice cafeteria options
- Recreation opportunities such as frisbee golf, softball, basketball, and golf
- Community-supported agriculture
- Recognized as a CEO Cancer Gold Standard-accredited worksite
- Newsletters providing healthy lifestyle tips
- Rival Health and Fit Warrior programs

## Professional Development



RTI is committed to employees' growth in their professional endeavors.

- Educational Assistance program
- Education achievement awards
- Clearly defined career paths that support movement into managerial or high-level individual contributor roles
- RTI Fellow Program