

# Benefits in Brief

# why FGM?



<b>Medical, Dental and more...</b>	
<ul style="list-style-type: none"> <li>• Medical &amp; Dental: HMO/POS</li> <li>• Voluntary Vision Plan</li> <li>• Flexible Spending Accounts</li> <li>• Insurance - Life, Accidental Death &amp; Dismemberment and Voluntary Life and Accidental Death &amp; Dismemberment, Travel</li> </ul>	<ul style="list-style-type: none"> <li>• Short- and Long-Term Disability</li> <li>• Employee Assistance Program (EAP)</li> <li>• 24-hour Nurse Hotline</li> </ul>
<b>Retirement</b>	
<ul style="list-style-type: none"> <li>• Employee Stock Ownership Plan (ESOP) – FGM stock with early diversification option</li> <li>• 401K Plan with 6.5% FGM fixed contribution</li> </ul>	
<b>Workplace</b>	
<ul style="list-style-type: none"> <li>• Referral Bonus</li> <li>• Anniversary Awards</li> <li>• Performance Management Plan</li> </ul>	<ul style="list-style-type: none"> <li>• Personal Time Off – Single leave pool &amp; Leave sell back</li> <li>• Leave: jury duty, military, LVOP, emergency</li> </ul>
<b>Recognition</b>	
<ul style="list-style-type: none"> <li>• Robert F. Feeley Leadership Award</li> </ul>	<ul style="list-style-type: none"> <li>• FGM Challenge Coin</li> </ul>
<b>Professional</b>	<b>Educational</b>
<ul style="list-style-type: none"> <li>• Technical Award</li> <li>• Merit Bonus Award</li> <li>• Conferences and seminars</li> <li>• Open internal transfer policy</li> </ul>	<ul style="list-style-type: none"> <li>• Tuition reimbursement and loans &amp; Bonuses for qualifying degrees</li> <li>• Professional training and certification</li> <li>• SkillSoft Web-Based Training</li> <li>• Bi-annual Health &amp; Financial Fitness Fair</li> </ul>
<b>Quality of Work Life</b>	
<ul style="list-style-type: none"> <li>• No-interest loans: computer and health improvement</li> <li>• Office environment—no cubes</li> <li>• Casual work environment</li> <li>• Flexible work schedule</li> </ul>	<ul style="list-style-type: none"> <li>• Open door communication</li> <li>• Ethics and personal conduct policies</li> <li>• FGM logo apparel</li> <li>• Mother's room and new baby package</li> </ul>
<b>Community &amp; Social</b>	
<ul style="list-style-type: none"> <li>• Donations for Doers</li> <li>• Toastmasters Club: Technically Speaking</li> <li>• NovajUG (Java Users Group)</li> </ul>	<ul style="list-style-type: none"> <li>• Macintosh Users Group</li> <li>• Social clubs</li> <li>• FGM community relations programs</li> <li>• NovaRUG (Ruby Users Group)</li> </ul>

## Corporate Distinctions

*The Washingtonian* magazine three-time award winner “Great Places to Work”

PLANSPONSOR magazine “Top 100 Defined Contribution Plans” nationwide

The Principal Financial Group – “USA’s 10 Best Companies for Employee Financial Security”

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