

How We Take Care of Our People

We want to create a culture where our people thrive. That includes providing great benefits, opportunities to learn and grow and flexibility to balance life in and out of the office. Here's a brief overview of what we offer.

Supporting Health and Well-Being

We take care of our employees and their families with a strong set of benefits that we continue to expand as the needs of our employees change, including:

- Generous medical, dental and vision plans
- Medical plans for a variety of family structures
- Firm contribution to HSAs
- Firm paid Employee Assistance Plan
- Life insurance and disability coverage
- Identity theft protection plans
- Pre-tax plans to help with child care, parking and medical expenses
- Pet insurance protection

Providing Competitive Pay and Incentives

We regularly benchmark our compensation and incentive pay against the industry and contribute to employees' 401k plans. In addition, our ESOP provides a unique opportunity for employee-owners to benefit from the overall success of the firm. Our pay and incentives offerings include:

- Competitive salary and bonuses
- Hybrid work stipends
- Merit increases
- Firm contribution to ESOP participants
- Firm contribution to 401k participants
- Spot bonuses
- Service year awards
- "Outstanding Owners" recognition

Promoting Development

We provide a wide variety of resources and opportunities within Dix & Eaton and externally for employees to learn and grow, including:

- Developmental partners
- Firm mentors
- Conferences and webinars
- Memberships to professional organizations
- Board and committee positions

Supporting Work-Life Balance

Life happens. Dix & Eaton is here for you to provide flexibility and time away from the office when you need it, including through:

- Flexible schedules
- Hybrid and remote work
- Initial four weeks of PTO with additional days based on years of service
- Nine office holidays
- Summer Fridays
- Time off for volunteer opportunities
- Personal, maternity and parental leaves