

What MountainSeeders need to know this month

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Special Delivery Coming Your Way

Be on the lookout for a special holiday surprise from MountainSeed! We are so appreciative of all our employees and we hope you enjoy this gift from us to you.

Gifts will be mailed to your home or hand delivered to you in the office during the month of December. If you do not receive your gift by the end of the month, please let [People Ops](#) know.



Your Total Rewards – The Hidden Paycheck



JOY JOY JOY

This is a month of several wonderful celebrations.

- Chanukah – November 28th - December 6th
- Christmas – December 25th
- Kwanzaa – December 26th

Our best holiday wishes to all! We hope it is a special time for you and your family!



401K Improvements Coming to You

Your paycheck has many great, hidden benefits! These include taxes paid for by the company, benefits provided with no tax consequence, and disability benefits that will provide a larger benefit if ever needed.

You can now view your projected Total Rewards report by following these steps:

1. Log into ADP Workforce Now
2. Click on Myself
3. Under the Pay header, click on Total Rewards
4. Change the time frame to Jan 1, 2021 – Dec 31, 2021
5. Click on Expand All
6. You will see all the extra items that are provided by MountainSeed above your base pay. You can also print a full statement with the details!



Meet Matt Samuels, Your Employee Engagement Manager.

What does Employee Engagement look like at MountainSeed?

- Curating a culture where employees can support one another and co-workers feel like family.
- Sharing stories and photos and engaging in challenges with one another on Moving Mountains (Cooleaf).
- Travelling on our DEI Journey together.

MountainSeed is transitioning our 401K from Empower to TransAmerica, a leading 401K provider. Improvements include:

- Plan fees will be reduced
- New robust employee website
- Easy to use phone app

There will be several opportunities to attend educational and demonstrative sessions to see the new website and how to navigate it.

[Henssler Financial](#) is always available to assist you with selecting your investments in the 401K free of charge. This helps make a roll over easy and answers any questions you may have.

Stay tuned for more news about this important change in our plan!



Free Money for YOU!

There is a wonderful opportunity for some free money when you join the 401K and contribute to it. If you contribute 5% of your paycheck, you will maximize the company match. Here is an example:

- Your gross paycheck is \$1,730.00.
 - You decide to contribute 5% - which is \$86.50.
1. You receive the company match of 100% of the first 3% - which is \$51.90.
 2. You also receive the additional company match of 50% of the next 2%

- Meeting new coworkers through Coffee Talk and learning fun information about each other.
- Participating in employee surveys and helping us create a “best place to work” environment.
- Celebrating with parties and virtual parties where we can come together to have fun and create memories with one another.
- Supporting our communities through outreach and volunteer programs.

Thank you for your engagement and care for each other.



Savings on Gasoline

Did you know that Publix Super Market runs a coupon about once a month to purchase a \$50 Gas card? (Specific gas stations per card, your choice of brands)

You receive \$10 off your groceries at the time of purchase – that is a 20% savings on gasoline.



MountainSeed Holiday Giving Project

which is 17.30.

- Therefore you receive \$69.20 in free money – your company match on your 401K.

We do not want you to miss out – there are many options. You can get started with just 1% or 2% of your paycheck – let’s have some coffee and talk about your options for some free money.



Customer Success Team

Jaime Gray, Jason Rivers, and Kymberly Earlbeck visited some of our appraisal management accounts and had great meetings. Thank you for working hard to continually get in front of clients!



MountainSeed Company Store

MountainSeed has adopted 2 local families to help with their needs and wishes this holiday season!

If you are interested in participating, please sign up online and have gifts delivered by December 20th. You can shop for item(s) to purchase from the [families' wish list](#).

If possible, please wrap and label the gifts. Our MountainSeed Elves will wrap and label any unwrapped gifts and deliver them to The Salvation Army, who will then deliver directly to the families.

There are three ways to get your gifts to us:

1. Order from Amazon or other store online and have shipped directly to office to the attention of: Matt Samuels
2. Bring item(s) into the office and place in Susan's office
3. Bring item(s) to the Atlanta Holiday Party on Friday, December 17th

Please reach out to People Ops with any questions.

Thanks so much for your generosity for those in need this holiday season!

MountainSeed merch is coming to a screen near you!

The MountainSeed Company Store will begin taking preorders beginning in January. Stay tuned for more updates!



PEOPLE OPS QUESTIONS? Email PeopleOps@mountainseed.com.

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