

# Meridian Employment Benefits

Meridian offers competitive pay and benefits, and rewards high performance with excellent career opportunities. For talented candidates who perform at a high level, Meridian will invest the time and resources to support career advancement.

The level of service, quality, and integrity we provide makes Meridian unique. Patients trust us with their health and wellbeing. The stakes do not get higher. Done successfully, the work we do can improve the lives of millions. We are fully committed to the professional and personal development of our team.

Below is an overview of the benefits all full-time Meridian employees receive. If you're ready to help advance human health while working in an enjoyable, fast paced environment, join Meridian.



## Medical Insurance

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### Three plans available via UnitedHealthcare

Employer contributions are between 28-65% based on the coverage level and plan you choose (three plan options). Meridian supports a 100% employee-only coverage paid health savings account plan, as well as an opt-out option (\$100/month taxable payment for employees that waive Meridian insurance and provide proof of medical coverage elsewhere).



## 401k Retirement Plan and Matching

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### Eligible after 90 days; employer matching

Full-time and part-time Meridian employees 18 or older are eligible to participate in the 401(k) plan through Securian Financial starting the first of the month following 90 days of employment. Meridian matches 100% of the first 3% of contributions, plus 50% of next 2% deferred.



## Paid Time Off

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### PTO and paid holidays for eligible employees

Meridian offers seven paid holidays and 120 hours of paid time off (PTO) from the start of employment through year three and 160 hours of PTO per year thereafter, including one floating holiday of your choice.



## Volunteer Time Off

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**32 hours (4 days) of paid time off per year to volunteer (VTO) with 501(c)(3) organizations**

As part of Meridian's mission to help patients and communities beyond the clinic, we maintain a volunteer time off policy. This policy gives Meridian employees the flexibility to participate in more charitable events to enrich their communities and lives. The volunteer hours, up to 32 hours per calendar year, will be considered paid time off. Employees can choose a charitable organization of their choice or work together with other employees on a team.



## Tuition Reimbursement and Student Loan Debt Assistance

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**Eligible after one year of fulltime employment**

Meridian knows that investing in education is expensive. That's why we're proud to offer tuition reimbursement to employees seeking higher education to enhance their job skills, or who have previous student loan debt. Upon approval from HR, employees may receive up to \$5,250 annually in tuition reimbursement or student loan debt assistance annually in quarterly installments.



## Strength In Numbers: Annual Bonus Program

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**Eligible after one full year of employment**

To keep our patients and communities at the forefront of everything we do, Meridian created the Strength In Numbers program. Each year, Meridian will donate to charities that operate in the communities we serve. The donation amount is influenced by employee and enrollment performance. Employees are eligible after one full year of employment. Learn more about this program at [mcrmed.com/strength](http://mcrmed.com/strength).



## Employee Recognition Platform

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Meridian uses an online platform that enables colleagues to recognize each other and exchange recognition for real-world rewards, like experiences, travel, and gift cards.

## SkillBridge

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Meridian is proud to be an authorized SkillBridge organization. SkillBridge, a Department of Defense program, connects Service members with opportunities to gain civilian work experience through internships, apprenticeships, and specific industry training during the last 180 days of their service.

## Additional Benefits

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- Complimentary life insurance policy of \$50,000
- Short- and long-term disability insurance plans
- Bonuses for patient and employee referrals
- Electable vision and dental insurance through Principal Insurance
- Additional insurance options through Colonial Life

***Browse current Meridian career opportunities and apply at [mcrmed.com/careers](https://mcrmed.com/careers)***



### ALL IN

Conducting research with absolute integrity and a relentless drive to improve lives



### OWN IT

Leading by example and committing to continuous improvement



### TEAMWORK

Going the extra mile for patients, partners, and one another



### SHARE IT

Giving back to our communities and patients who make research possible

## ABOUT MERIDIAN

Meridian Clinical Research partners with pharmaceutical and biotechnology companies to research new drugs, medical devices, and diagnostics that could improve human health and wellbeing. Founded in 1999, Meridian is a multi-specialty site network headquartered at its dedicated research center in Omaha, NE, and conducts Phase 1-4 studies at investigative sites across North America.

# Help Shape the Future of Medicine

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*Clinical Research*