



RÉMY COINTREAU

Terroir, people and time

Benefits & Compensation

At Remy Cointreau, we don't just offer jobs; we offer a **Total Compensation Program** designed to foster stable employment and growth. Our comprehensive benefits package is a cornerstone of our commitment to the health and well-being of our people and their families.



Health & Wellness: Personalized for YOU

We provide high-quality, affordable medical, dental, and vision options starting on your **first day of hire**.

- **Medical Excellence:** Choose between two Medical Consumer Driven Health Plans **100% coverage for in-network preventive care**.
- **Pre-Tax Savings :** Reduce your taxable income by using pre-tax dollars for out-of-pocket costs.
- **Virtual Care 24/7:** Access board-certified doctors and mental health professionals.
- **Wealth of Rewards:** Get paid to be healthy! Earn **fitness reimbursement** and **rewards** for completing annual physicals or dental exams.



Financial Security & Future Planning

We invest in your future as much as you do.

- **401(k) Safe Harbor Plan:** Receive a **100% company match** on the first **4%** of your contributions.
- **Profit Sharing:** contingent on company performance.
- **Life & Disability:** Rest easy with company-paid **Basic Life and AD&D insurance** (each at 2x your annual salary) and comprehensive **Short-Term and Long-Term Disability** coverage.
- **Expert Guidance:** Connect with a **Certified Financial Expert** for personalized financial and retirement planning services.



Work-Life Harmony

We recognize that your time is your most valuable asset.

- **Generous Paid Leave:** Access PTO, sick days, and personal days, along with additional **paid holidays**.
- **Your Culture, Your Day:** We celebrate diversity with **two additional paid days** each year for you to observe what matters to your heritage.
- **Family First:** Benefit from **12 weeks** of leave through for major life events, with dedicated parenthood support and access to support your work-life harmony.



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Exclusive Perks

- **Savings & Discounts:** Access thousands of exclusive discounts on retail, travel, and entertainment.
- **Commuter Benefits:** Use pre-tax accounts through for transit and parking to make your commute more affordable.
- **Global Travel Protection:** Feel secure with company-paid **Business Travel Accident Insurance**, including emergency medical evacuation and concierge travel assistance.
- **TouchCare Concierge:** Your personal health assistant to help you find in-network doctors and navigate billing issues at no cost to you.



Career Development

- Advance your skills with **compliance trainings, development plans, and full suite of professional courses.**



TERROIR



TIME



PEOPLE



EXCEPTION

Ready to join the team? You can explore more about our culture and values at www.remy-cointreau.com/en