



# TOTALWELLBEING

**Live well. Work well. Be well.**

## Embrace Your Total Wellbeing

**Experience a workplace where your physical, mental, and financial health are prioritized — your total wellbeing is our total commitment.**

At FTI Consulting, our strength is our people. Living up to our “I CARE” values, we understand that your wellbeing encompasses not just professional achievements but personal growth and overall health. The Total Wellbeing program is designed with this holistic view in mind to ensure that you — our most valuable asset — receive meaningful support and access to benefits that truly make a difference.

Total Wellbeing is more than just a benefits program. It's a commitment to key aspects of your life—your physical health, mental wellness and financial security. We recognize that true excellence comes not only from professional achievements but through creating an environment where you can thrive in every aspect of your life.

By embracing Total Wellbeing, you're not just a part of FTI Consulting — you're at the heart of everything we do. This program reflects our belief in supporting your total wellbeing, ensuring that as we grow and succeed, you do too. Together, we're not just navigating challenges and opportunities; we're building a brighter, healthier future for all of us.





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## U.S. Benefits at a Glance

(For benefits-eligible employees)



### MY FINANCIAL SECURITY

#### INSURANCE

- Benefits-eligible employees are provided with life and accidental death & dismemberment ("AD&D") insurance at 1.5 times earnings, up to \$300,000
- Employees may buy additional group life and AD&D insurance for themselves, spouse/ domestic partner and children
- When traveling on company business, employees are insured through a Business Travel Accident policy
- Voluntary, employee-purchased Group Personal Excess Liability insurance is available up to \$50M

#### RETIREMENT

- 401(k) Plan: FTI Consulting provides an 84% match on an eligible employee's first 6% contributed of eligible wages, subject to annual IRS limits. Match contributions are vested at 20% for each year of service
- A Financial Wellness Tracker and Personal Retirement Strategy services are available through the 401(k) plan

#### ADDITIONAL BENEFITS

- Commuter benefit plan
- Banking and Investing Program
- Retailer discounts through FTI Work Perks
- FTI Consulting employee discounts on mobile phones, computers and travel



### MY HEALTH & WELLNESS

#### INSURANCE

- FTI Consulting provides employees and their dependents, at a shared cost, Medical, Dental and Vision benefits if elected from the various insurance carriers and plan coverage levels
- Voluntary, employee-purchased insurance is available for Critical Illness, Hospital Indemnity, Accident and Pet Insurance

#### WELLNESS

- Employee Assistance Program services for mental health support, child and elder care assistance, legal advice, estate planning and more
- Video classes, articles and tools to support physical, mental and dietary wellness through FTI Work Perks



### MY WORK & LIFE

#### PAID TIME OFF (PER YEAR)

- Paid Time Off ("PTO") Days:
  - All staff below job level 3 start with 20 days and increase to 25 days after 2 years of service
  - Staff at job level 3 and above (Managers and above in Core Ops, Director and above in Client Services) receive 25 days
  - Senior Managing Directors and equivalent levels follow a separate policy where PTO is provided without a predefined limit or cap
- 8 Holidays; 2 Floating Holidays
- 5 bereavement days
- Short-term and long-term disability leave

#### FAMILY

- 10 weeks of paid parental leave (birth mothers also have short-term disability medical leave)
- Parental Leave Toolkit that includes online planning resources and personal coaching as well as back-up child and elder care services
- Resources and coaching from Torchlight on child and elder caregiver topics
- Breast milk shipping service for business travel
- Flex Return Support for parents transitioning back from parental leave

#### GIVING & VOLUNTEERING

- \$500 corporate giving match
- 8 hours paid leave for volunteering

#### ADDITIONAL BENEFITS

- Working with flexibility
- Access to on-demand professional training & development from world-class learning providers
- Employee Recognition Programs
- Voluntary, employee-purchased legal & identity theft services