

At CarterEnergy you will receive *Total Rewards*...

- Compensation
- Benefits
- Work-Life
- Performance & Recognition
- Development & Career Opportunities

Compensation Philosophy

CarterEnergy Corporation's pay philosophy is to pay our Associates in a fiscally responsible manner that develops and retains a high performance quality-driven workforce. We have developed compensation in such a manner to attract, motivate, and retain the most highly qualified individuals available.

Benefits

- Medical
- Dental
- Vision
- Prescription Drug
- Mental Health
- Life Insurance/AD&D
- Disability
- 401k Retirement
- Flexible Spending Accounts: Section 125
- AFLAC
- Pre-Paid Legal
- Financial counseling
- Paid beverages
- CFN fuel card

Work-Life

- Many flexible schedules
- Paid and unpaid time off
- Family Events
- Health and well-being programs
- Community involvement
- Management involvement/ culture change interventions
- Fitness Center
- On-site dry cleaning

Performance & Recognition

- Comprehensive orientation and on-boarding process
- Positive and immediate feedback
- Cash and non-cash rewards
- Environment of continuous improvement
- Peer-to-Peer Recognition
- Anniversary Celebrations
- Team Incentives

Development and Career Opportunities

- Internal posting of open positions
- Tuition assistance
- New technology training
- Attendance at outside seminars, conferences, virtual education, etc.
- Self-development tools and techniques
- On-the-job learning
- Job Shadowing
- Leadership training
- Access to experts/information networks
- Formal and informal mentoring programs
- Internships
- Job advancement/promotion
- Career ladders and pathways