

FIND YOUR BALANCE

At RS&H, we believe professional success is closely tied to an associate's personal well-being. That's why we provide a full range of benefits and programs that support the whole you.



MEDICAL, DENTAL & VISION

RS&H's healthcare offerings include competitive medical, dental, and vision plans. We offer two different United Health Care medical plans – a traditional PPO and a high-deductible plan option. Enrollment in the high-deductible health plan qualifies you to open a Health Savings Account (HSA) where those funds can pay for qualified medical expenses with pre-tax money. Both plan options provide:

- » 100% coverage for in-network preventive services, including well-child (e.g., immunizations), well-woman (e.g., mammogram, Pap smear), and well-man (e.g., prostate screening)
- » Access to quality care through national provider networks
- » Prescription drug coverage
- » The ability to see a specialist without a referral

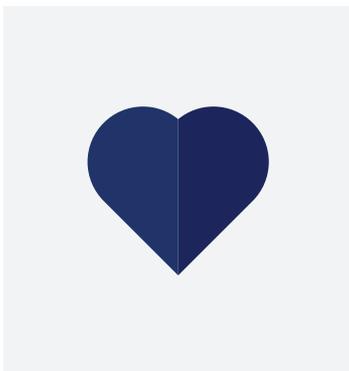
The dental plan provides access to in-network and out-of-network providers, as well as coverage for major dental work, including child orthodontia. The dental benefit also includes two dental cleanings per year, with no deductible, paid at 100% at participating dentists.

RS&H also offers a vision plan, which provides low-cost routine eye exams and allowances toward frames and contacts.



PAID TIME OFF & HOLIDAYS

Our associates have the flexibility to manage their paid time off (PTO) in a way that works best for them. RS&H's PTO program provides associates with separate annual allotments for vacation and personal leave days for use throughout the year. Actual PTO accrual depends on the associate's years of eligible service. Providing additional flexibility, our program includes a carryover provision for unused vacation. In addition, RS&H recognizes seven paid holidays.



LIFE INSURANCE & DISABILITY

RS&H offers a range of insurance and disability coverage to help protect our associates and their families from the financial impact of unforeseen circumstances.

- » We provide Basic Life Insurance and Basic AD&D equal to your annual salary at no cost to you. Associates can purchase optional life and accident coverage for themselves and/or their eligible dependents.
- » We also provide Short-Term Disability and Long-Term Disability coverage at no cost to associates.



PROFESSIONAL DEVELOPMENT

At RS&H, we make people the priority – which means an ongoing commitment to our associates' careers and personal development. It's central to our associates' success and to the success of our company.

- » We support associates as they define their career path – whether it be in one of our practice disciplines, project management, or developing technical skills to become a subject matter expert. All options are equally important and designed to build on unique skills and preferences.
- » We recognize the significance of achieving technical professional registration and make it easy by paying for time off to take the examination, as well as covering 100% initial registration fees.
- » We're also committed to helping associates successfully maintain their professional designation or license renewal requirements and promote the common goals and values within each profession. Many of our in-house training courses and activities are eligible professional development activities that count toward recertification with licensing boards.
- » Our project teams work on a wide mix of projects and with a broad range of clients. From small, community-focused initiatives to large and ongoing multifaceted projects, our associates work with the industry's best professional leaders and technical experts.
- » We're committed to fostering a coaching and mentoring environment to help our associates grow both personally and professionally.
- » We support continuing education through our tuition assistance program available to all full-time associates.
- » We believe in leadership involvement in professional society organizations, as evidenced by our commitment to cover dues when license or membership is endorsed by the company.



401K

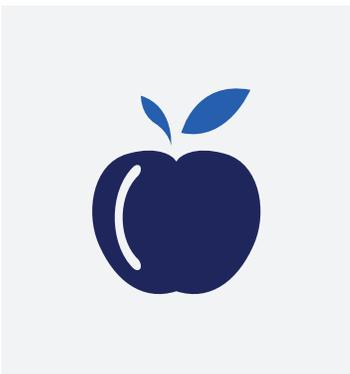
RS&H offers a 401(k) savings and investment plan designed to help participants accumulate wealth in a tax-effective manner. Highlights include:

- » Contribute on a before-tax 401(k) basis or alternatively on an after-tax Roth 401(k) basis directly through payroll.
- » A diverse choice of investment options allowing you to manage your own contributions based on your personal needs and preferences.
- » Increase your savings with the RS&H 401(k) match — \$0.50 per dollar on the first 6% of eligible pay you contribute. Participants are 100% vested in their own contributions and the related earnings. You are vested in the company match 20% per year for the first five years of service and fully vested after five years of continuous service.
- » The plan also allows participants to take a loan while actively employed.



REWARDS, RECOGNITION & MORE

- » We frequently recognize individuals and teams with Spot Bonuses and Special Achievement Awards for making unique and outstanding contributions that go above and beyond the normal expectations of their position in support of RS&H's strategic priorities.
- » We also reward associates who author work in professional trade publications or present at formal trade association conferences through our Publication/Presentation Incentive Award Program.
- » Additionally, RS&H holds an annual awards program for recognizing associates who excel in professional and technical leadership. Each year, awards are given to a top project manager, technical professional, and young professional who is a rising star in the company.
- » With a focus on community service, we also recognize a single associate annually with a Volunteer of the Year Award for exceptional contributions to their local community.
- » RS&H also offers three voluntary benefit plans: Voluntary Cancer, Voluntary Critical Illness, and a Voluntary Off-The-Job Accident Policy. These plans are available at group discount rates and are designed to pay directly to you to assist with certain out-of-pocket expenses.
- » Associates have the opportunity to follow flexible work schedules in many of our disciplines.
- » You can take advantage of our significant Associate Referral Program – and work with your friends and colleagues.



WELLNESS

We're committed to helping our associates lead healthy lifestyles. Our award-winning wellness program, Simply Engaged, offers activity-based incentives, as well as access to comprehensive wellness tools and resources. RS&H also provides a number of great benefits, including:

- » Monthly wellness e-newsletters, which provide tips on how to lead a healthy lifestyle, onsite access to flu shots, and biometric screenings.
- » An Employee Assistance Program (EAP), should you or your family members face personal difficulties. You and your family will be automatically enrolled and have free access to licensed counselors.



FLEXIBLE SPENDING ACCOUNTS

RS&H offers three flexible spending accounts: Medical, Dependent Care, and Commuter Reimbursement. Each allows you to contribute before-tax dollars to your account in order to pay for qualifying medical, dental, vision, daycare, parking, or commuting expenses.

No general explanation can adequately provide all the details of each plan. This general explanation does not change, expand, or otherwise interpret the terms of any plan. If there is any conflict between the plan documents and this description or any written or oral communication by an individual representing the plans, the terms of the plan documents (as interpreted by the plan administrator in its sole discretion) will be followed in determining the rights and benefits under each plan.