

What MountainSeeders need to know this month

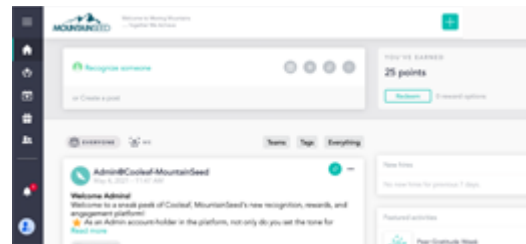


MOUNTAINSEED

# The Monthly Seed

June 2021

*Our purpose is to provide opportunities that help people thrive using their God-given abilities.*



## DEI Council *Celebrating Juneteenth*

In 2020, MountainSeed added Juneteenth as an additional official company holiday! This year, Juneteenth falls on a Saturday and we have designated Friday, June 18th as our official company holiday.

On January 1, 1863, the Emancipation Proclamation was issued by President Abraham Lincoln and established that all enslaved people were free. As Union troops moved into the Confederate South, enslaved people took refuge behind Union lines. Due to having no significant presence of Union troops,

## Moving Mountains *Together We Achieve*

Our new Employee Engagement site, [Moving Mountains](#), is helping us connect with each other in meaningful ways. We love seeing pictures of our employees, so if you have not updated your photo on the Moving Mountains site, please do so.

Our latest challenge, co-created with the MountainSeed DEI Council, honors the Juneteenth celebration. For this challenge, we encourage education about the history of Juneteenth and to think about the lasting impact it's had on the United States we know today.

Texas became a destination for many enslavers seeking to avoid the abolishment of slavery. Therefore, it was not until June 19, 1865 that Union troops arrived in Galveston, Texas (signaling the release of Texas's 250,000 enslaved) and Union Army general Gordon Granger proclaimed freedom from slavery in Texas.

Juneteenth, also commonly referred to as Freedom Day, Jubilee Day, Liberation Day, and Emancipation Day, is a holiday celebrating the end of slavery in the United States. Early celebrations of Juneteenth as a holiday originated in Galveston, TX, and are now hosted annually on June 19th throughout the United States, with varying official recognition.

[Here](#) is a resource to find Juneteenth celebrations near you!

"Let's make Juneteenth a commemorative, not of the horrific institution our country embraced, but rather as a showcase of the strength in the American spirit to recognize wrong and set about making it right. In this same spirit America moves ahead today in leveling playing fields and achieving ever greater equality. Let us celebrate all that Juneteenth teaches us about our country's greatness in our use of the heart to hear and to learn and to work together for all that is good and just."

88% of our employees are registered for Moving Mountains and over 40% have participated in some activities so far. Stay tuned for more opportunities to connect in the next few weeks!

Earn points by participating and engaging with one another through surveys, challenges, and employee recognitions from managers and peers. Cash in your points under the "Rewards" tab to choose from a wide array of gift cards, merchandise, and company swag! Gift cards will be sent to your email immediately following your purchase. Other merchandise will be shipped directly to your home.

Check in often to see the exciting new activities coming up. While you are there, check out our updated logo on existing MountainSeed swag items and stay tuned for new SWAG in upcoming weeks!

*-John Albuquerque*



### **Benefits: Qualifying Life Event**

How many times have you heard the statement, “You can only change your benefits IF you have a qualifying event”?

*What is a qualifying event? And, how much time do you have to notify People Ops of the qualifying event?*

Qualifying Events include:

- Marriage, divorce or legal separation
- Birth or adoption of a child
- Change in child’s dependent status, such as reaching age 26
- Death of a spouse, child, or other qualified dependent
- Change in residence (state)
- Change in employment status (such as part time to full time)



### **401K Savings Plan**

The MountainSeed 401(k) offers you a choice of contribution types:

- Pre-tax contribution (deducted from your paycheck before taxes saving you taxes)
- Roth (deducted from after tax dollars)

Someday, you will want to withdraw part or all of your savings. If your plan contributions were pre-tax, you would pay taxes when you withdraw money. However, if you utilize the Roth method, your money is taxed before being added to your plan, so you would owe no further taxes when you withdraw money. Having both types of plan available allows you to choose, and you can even divide your contributions between the two types of plan.

MountainSeed offers all employees free services from a financial advisor at

- Change in coverage under another employer-sponsored plan

If you experience any of these life events, please contact People Ops promptly. MountainSeed must notify the insurance provider within 30 days of the date of the qualifying event to make changes.



### GA Commute Options

Our Georgia employees have a unique opportunity to earn points for their clean commutes to work. Your points earn you the chance to enter the monthly \$25 cash awards giveaways and to receive discounts on many restaurants and shopping sites.

Working remotely is most definitely a clean commute! The benefits of a clean commute include saving gasoline, reducing CO2 emissions, and helping make our Georgia air (particularly in metro Atlanta) much cleaner. If you missed the live GA Commute Options

Henssler Financial. A financial advisor can help guide you and make recommendations for what might be best for you. Contact them at your convenience for assistance:

Justin Wagner

678-797-3782

[jwagner@henssler.com](mailto:jwagner@henssler.com)



### Benefit Butler and Benefit Guidebook - *NEW*

The Benefit Butler, provided by our benefits partner and consultant Palmer & Cay, is a new service available to all MountainSeed employees. The Benefit Butler provides expertise on claims processing, coverage, and anything benefits related. This service provides help for employees and any covered family member.

You can reach the Benefit Butler by calling 404-991-6070 or by email: [benefitbutler@palmerandcay.com](mailto:benefitbutler@palmerandcay.com), and remember that People Ops is

webinars, you can get started now by enrolling [here](#). Visit the [website](#) for more information.

also available for any questions or concerns about your benefits.

Be on the lookout for our new Benefit Guidebook coming to you soon. It contains much more information about your benefits and will hopefully bring more clarity to the depth of benefits we currently offer at MountainSeed.



### **Employee Hardship Assistance Fund**

Please remember the Employee Hardship Assistance Fund is available to you during any personal, serious financial hardships. Please contact [People Ops](#) to complete an application for assistance. Your need can be the result of a national disaster like a hurricane, a death in your family, or other personal crisis.

Thanks to the employees who are contributing to the fund! Individual contributions along with the company

### **Covid Mask Policy for Atlanta Office**

If you are regularly in the Atlanta office or visit the office from time to time, please remember that MountainSeed is following CDC and building guidelines of requiring a mask unless fully vaccinated.

Of course, please do not visit the office if you are feeling ill or running any fever. As always, please reach out to People Ops with any questions or if we can provide assistance to you in any way.

funds will be used to assist MountainSeeders in need over time.



## **Best Places to Work - Atlanta 2021 – New Survey Coming!**

We want your input!

In 2020, MountainSeed placed #13 out of the top 100 in the Atlanta Business Chronicle's Best Places to Work in Atlanta. Very soon we will have the opportunity to respond to the new 2021 employee survey. The information that we garner from these surveys is truly helping us become a Best Place to Work and we thank you for your feedback!

As we have stated before, it is not about winning these awards, rather, what we can learn to truly be a best place to work. We value our employees and will be sharing more with you in the future about what we are learning from these surveys. So, please keep giving us your feedback.



## ***EMPLOYEE SPOTLIGHT***

### **Meet Daniel Garza!**

Daniel was born and raised in Atlanta and attended Lassiter High School in Marietta, GA where he played basketball for four years. After graduation, Daniel played basketball at Pfeiffer University in North Carolina. After a year, he moved back home and decided to join the military in 2011.

Daniel was a great swimmer and had a passion to become a rescue swimmer and to join the Coastguard. However, Daniel ended up joining law enforcement and was stationed in Alaska in an area 8 hours away from civilization. During his time there, he attended trade school and obtained a diesel mechanic certification. Once he completed his tour of duty, Daniel

It is interesting to note in the Inc. Magazine awards, we scored a 93% and were very close to being awarded a top spot which came in at 96%. We are working to improve our employee engagement scores and overall employee satisfaction with jobs and managers.

decided to go back to school and pursue his engineering degree.

Daniel moved to Atlanta and joined MountainSeed as an intern while still in school. He quickly moved into a full-time Data Analyst role and recently graduated with a degree in Engineering from Kennesaw State University.

Daniel is currently sitting for the Salesforce Administrator Lightning exam and is looking forward to gaining his Salesforce Administrator certification soon.

Daniel is very grateful for MountainSeed and is extremely excited about the growth opportunities that have been provided to him. Also, congrats to Daniel on his upcoming marriage in September!



## EMPLOYEE REFERRAL PROGRAM

### Employee Referral Program

Please keep your referrals coming for any open positions. All current open positions are listed on



### Contest for July

What is your favorite summertime activity to do with children? People Ops wants to know! [Email us](#) and let us



the [MountainSeed website](#). Please ask your referred candidate to be sure to submit your name as the person who referred them. You have the opportunity to earn \$600 if you refer someone who is hired.

know your favorite ways to spend time with your children, grandchildren, nieces, nephews, or children of friends. Summer is here and we are anxious to hear your great ideas! The best idea wins a gift card to use during your summer adventures.



## Training Available on ADP Workforce Now

Did you know there are over 3,000 courses available to you for personal development on ADP Workforce Now? You find these courses by clicking on RESOURCES > MY TOOLS > COMPREHENSIVE LEARNING.

Find videos, webinars and actual BOOKS such as time management, coaching, better listening, and much more. Whether you enjoy short e-books or entire books, such as "The Five Dysfunctions of a Team", check out this resource for useful materials.

## Fishing for Phish

A new phish alert button was recently deployed to all staff email accounts via Microsoft Outlook (desktop and Web versions). Information Technology loves to fish and hunt down real phish! Please use this new feature any time an incoming email is suspect or you just have a gut feeling. **Do not worry about reporting false positives - we will check any reported email and send it back if needed.**

And a big thanks to everyone who completed our recent security awareness training. We achieved an incredibly high completion rate of 97%.





## ADP MyLife Advisors

MountainSeed offers employees access to MyLife Advisors, which provides assistance in:

- Navigation of the ADP Workforce Now portal
- Basic technical support for the Workforce Now platform
- Changing your personal information
- Direct deposit
- Taxes
- Payroll matters
- Mental health and Employee Assistance Plan

Contact them at 855-547-8508 between 8:00 am and 11:30 pm Eastern time.



PEOPLE OPS QUESTIONS? Email [PeopleOps@mountainseed.com](mailto:PeopleOps@mountainseed.com).

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# The Monthly Seed

July 2021



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## Best and Brightest Awards – 2021

MountainSeed has been recognized as one of the top 100 of Atlanta's best and brightest companies for 2021. This competition identifies and honors companies that deliver exceptional human resource practices and an impressive commitment to their employees.

Over 1,000 Atlanta companies were considered for this award and MountainSeed was one of the 100 recognized companies. The top national winners will be featured in the Wall Street Journal.

## Talent Showcase

MountainSeed's Got Talent! Did you know you work alongside snowboarders, chefs, seamstresses, fishermen, and craftsmen? Thank you to all who participated in the Talent Showcase on [Moving Mountains](#). We are so proud of the accomplishments and various interests of our MountainSeeders.

Did you miss out on the fun? [Check out all of the posts here](#). And be sure to join in the latest challenge, "Share Your Furry Friends". You can brag about your pet, and earn 100 points at the same time!

Thank you so much for your continued feedback on these surveys! We are so proud of this recognition.

[See our Employee feedback](#) compared to the other Atlanta companies.



### NEW Benefit coming soon – Pet Insurance

Are furry friends a part of your family? Check out this *pawsome* new benefit for all of our employees - a voluntary optional **Pet Insurance Policy**. More details are coming soon!

Need a refresher on MountainSeed's 2020-2021 Benefits? [Check it out!](#)



### Tech Tip Humor



### Do You Like Ice Cream?

July is National Ice Cream Month. Beat the heat with your favorite summer treat! The first 5 participants to respond to our [ice cream survey](#) will be rewarded 50 points on Moving Mountains to go toward a treat of your choice.



### Quarterly Company Call

If you are purchasing a new computer mouse, remember to insert batteries and turn it on!

Still not working? Be sure to look in the battery compartment for the USB Dongle for wireless performance.



### **MountainSeeders Helping MountainSeeders**

Our first Employee Hardship Assistance award has been approved by the committee and is being sent to one of our MountainSeed employees. Thank you to our committee members for your participation!

A huge thanks to MountainSeeders who donate to the Employee Hardship Assistance Fund with your payroll deductions. We couldn't do it without you!

Don't forget to tune in to the Q3 Quarterly Company Call on Wednesday, July 21 at 12:30 to hear about MountainSeed's direction for the coming quarter.

As always, the call will be open for any questions, so please plan to ask anything that's been on your mind.



### **Sales Team Inks SmartBank Deal**

Congratulations to the sales team for securing a new MountainSeed Market Analytics deal with **SmartBank!**

After working over time to maintain a unique and personal relationship, the Sales team, along with Customer Success, secured a contract with SmartBank. SmartBank will use the Market Analytics tool for portfolio monitoring, risk management, market analysis, and more!

This is one of the first five formal agreements for MountainSeed's Market Analytics tool. Congratulations to the team!



## Appraisal Operations Has Been Busy!

The operations team has been busy surpassing company records. Thanks to the hard work of the Appraisal Operations team, Q2 saw the highest appraisal processing volumes in company history! Check out this [chart](#) to see how order volumes have grown over time.

Thanks to all of Appraisal Ops for your continued efforts to make MountainSeed the best. We appreciate all you do!



## Employee Spotlight – Charlotte Rogers

### Meet Charlotte Rogers!

Charlotte was born and raised in Atlanta and went to school in Dekalb county. She



## Hand Signal for Help

The [Canadian Women's Foundation](#) created a hand signal to report domestic violence without leaving a digital trace.

During the COVID-19 pandemic, social isolation and a lack of resources made it difficult for victims to report abuse. Please familiarize yourself with this symbol for your benefit and for those around you!



## Brand Makeover

MountainSeed got a makeover!

Have you visited the new [Brand Standards Site](#)? Check out the updated guidelines for using the MountainSeed name and logo, along with downloadable

is a proud mom of four children, who keep her very occupied.

Charlotte joined MountainSeed as a temporary staff member over seven years ago and currently works in Appraisal Operations as a Review Coordinator. She loves the excitement of learning and being a part of different operational units at MountainSeed.

Charlotte is very grateful to have seen the company grow over the years. She hopes to continue to work for MountainSeed for many, many more years to come alongside her extremely supportive team.

In her free time, Charlotte is an avid gardener and loves to talk and sing to her flowers and bushes. She has grown various exotic flowers over the years and has recently added vegetables to her gardening. If you need any gardening tips you know who to call!

LinkedIn banners, desktop wallpapers, and more!

The site is being updated constantly to include the most recent information for you. Click the "[Downloads](#)" tab to find all of the branded assets. The most recent additions include branded letterhead, envelopes, and the MountainSeed Presentation Template.

Do you have suggestions for other branded assets you'd like to have available? Email your ideas to [marketing@mountainseed.com](mailto:marketing@mountainseed.com).



**PEOPLE OPS QUESTIONS?** Email [PeopleOps@mountainseed.com](mailto:PeopleOps@mountainseed.com).

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What MountainSeeders need to know this month



# The Monthly Seed

August 2021

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## Inc 5000

*We Made the List!*

MountainSeed was recognized on the [2021 Inc. 5000 list](#) of the fastest-growing private companies in the US.

MountainSeed ranked 3303 overall and 197 in Financial Services companies nationwide. In Georgia, we ranked 139!

Thank you for all you do every day to drive our company's growth. We appreciate your continued

## Lunch & Learn with Nathan

Join Nathan Brown, MountainSeed President, for a Lunch & Learn session that dives into MountainSeed's V/TO.

Small groups of 5 will talk openly with Nathan about the purpose of the Visionary/Traction Organizer and ask any questions.

Sessions are booking fast. Email [People Ops](#) to reserve your spot!

Grab your lunch, turn your cameras on, and come ready to talk and learn!

feedback on these surveys!



## What's for Dinner?

*New Teams Channel*

Do you ever sit at your desk and wonder, "What should I make for dinner?" You are not alone!

Check out our first social channel on Teams called "What's for Dinner." Share your favorite recipes and find new ones to try.

Click [this link](#) or follow the instructions below to join the group!

### Instructions:

**Go to Teams, click on the TEAMS icon on the left side, click the JOIN icon at the very bottom,**



## IT News

*Missing an email?*

Is your inbox unusually empty? Are you missing an email you should have received?

If you suspect a valid email has been trapped by the quarantine service, there is a way to find out without talking to the IT department!

1. Head over to [http://go.pardot.com/e/169572/2021-08-24/cc7rqf/356704226?h=oHFmEp1hJ1Q3jiFblgeg72kdtNbu0HdIE3uvaSV\\_YUQ](http://go.pardot.com/e/169572/2021-08-24/cc7rqf/356704226?h=oHFmEp1hJ1Q3jiFblgeg72kdtNbu0HdIE3uvaSV_YUQ) and login with your Office 365 user credentials.
2. From here, click as follows: **Review** (on left) > **Quarantine** icon > you are now reviewing quarantined emails.

*\*In some cases, clicking the message offers options to release it. If you are nervous or have questions, contact IT for help.*

**search “What’s for Dinner” and click it.**

Once you are a member of the “What’s for Dinner?” group, you will be able to view what others have posted and post your own great ideas for dinner and share recipes. Look for the steak bites submitted by Molly Mason

Stay tuned for more fun & informative channels to come in the future!



## **Furry Friends**

Did you check out MountainSeed’s purrfect pets?

Thank you to all the participants who shared photos of their furry friends on the [Moving Mountains](#) platform. We



## **Know Be 4 – IT Security Training**

New IT training is now available through [Know Be 4](#). Please complete these before October 31st.

- 2021 Social Engineering Red Flags – 17 minutes
- Password Game Show Trivia Game – 7 minutes

loved seeing the pets of our MountainSeeders!

Congratulations to Abby (McAlpine) Phillips and her two dogs, Dakota, the Shepherd-Boxer mix, and Olive, her new Black Lab puppy for winning “cutest pet!”

If you missed out on the cuteness overload, visit the Moving Mountains site and select PAST activities.

- 2021 Common Threats – 19 minutes

If you have any questions or need assistance, please contact [Jason Camp](#)!



## MountainSeed Job Openings

### *Employee Referral*

Do you know someone who would be a great asset to MountainSeed? Do they meet the requirements and share our values?



## New Benefits

### *Identity Theft Protection & Legal Assistance*

MountainSeed will offer 2 more new benefits starting November 1st. You will have the option to enroll in Identity Theft Protection & Legal Assistance benefits, in addition to Pet Insurance.

More details will be available soon!

Refer your connections to [People Ops](#) for a chance to earn \$600!

Are you curious about our current openings? Check them out [here](#)!



### **What's Better – Caffeine or Sleep?**

A new study in the Journal of Experimental Psychology tested how caffeine and sleep can impact your day and overall effectiveness at completing tasks. Experts revealed that caffeine can help you stay awake if you are sleep deprived, but it most likely will not improve your performance on tasks.

Caffeine can help you get through the midday slump, but it is not a



### **EMPLOYEE SPOTLIGHT**

#### **Meet Jack Thomas!**

Jack was born in Atlanta and grew up in Decatur. He attended Lakeside High School where he played football and baseball.

His mom is a teacher and his dad works for the Federal Reserve. He initially thought he wanted to be a teacher like his mom, but quickly decided to change his major to Marketing. Jack graduated from Georgia College in Milledgeville in 2019.

After graduation, Jack worked for Salesloft for a year before he began his career with MountainSeed. He was initially hired for Property Tax until he was given the opportunity to work on PPP Loans last year. Since April 2021, Jack has worked on the Data Analytics Team.

substitute for a good night's sleep. Sleeping is needed to help repair body tissue and cleanse the brain of plaque buildup. Adequate sleep is especially important for people in high-functioning work environments who work long hours, such as medical professionals and truck drivers. Also, not only is coffee a poor substitute for sleep, but overconsumption of caffeine, more than 400 mg daily, can also disrupt sleep.

Awake does not necessarily mean alert. Sleep deprivation impairs your ability to complete cognitive tasks that require attention. A simple rule is that you should not attempt any task while sleep deprived that you would not (or should not) attempt while intoxicated.

In May, Jack married his college sweetheart. They both enjoy going out to eat and spending time with friends. In his freetime, Jack loves reading mystery and thriller novels and playing golf.

One fun fact you may not know about Jack is that he had a summer job as a 'batboy' for the Atlanta Braves for 4 years.





## **The Leader Assistant Podcast**

*Stephanie Slagle*

Congratulations to our very own, Stephanie Slagle, who was featured on [The Leader Assistant Podcast](#).

Listen as Stephanie explains EOS and the importance it has at MountainSeed.



**PEOPLE OPS QUESTIONS?** Email [PeopleOps@mountainseed.com](mailto:PeopleOps@mountainseed.com).

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# The Monthly Seed

## September 2021

*Our purpose is to provide opportunities that help people thrive using their God-given abilities.*



### New Year, New Benefits

You asked, we listened!

Check out the NEW employee benefits for MountainSeeders beginning September 20th:

- An additional week of PTO for employees who have been with MountainSeed for 8+ years.
- New hires can start using their PTO immediately (with the approval of their manager). It is no longer necessary to wait 90 days.
- Up to 40 hours of unused PTO can be rolled over to the new year.
- Employees can receive 8 paid hours per year for your time spent volunteering with your favorite charity.

### Lunch & Learn with Nathan our MountainSeed President

Join Nathan Brown, MountainSeed President, for a Lunch & Learn session that dives into MountainSeed's V/TO.

Small groups of 5 will talk openly with Nathan about the purpose of the Visionary/Traction Organizer and ask any questions.

Sessions are booking fast. Email [People Ops](#) to reserve your spot!

Grab your lunch, turn your cameras on, and come ready to talk and learn!

- Families First – an additional benefit
  - New Mom – 8 weeks of paid time off for the birth or adoption of a child.
  - New Dad – 3 weeks of paid time off for the birth or adoption of a child.



### **Million Air Challenge - Clean Air in Georgia**

MountainSeed won 1st place in Georgia Commute Options' [Million Air Challenge](#)! We placed first in the Small Employer Division, removing 7,102 pounds of CO2 from the air.

The Georgia Commute Options program challenged participants to record 1 million miles of clean travel to eliminate 1 million pounds of carbon dioxide (CO2) from the atmosphere. Instead of driving alone in their vehicles, Million Air Challenge participants were encouraged to walk, cycle, utilize scooters, take public transportation, carpool, and telework.

Way to go MountainSeed!



### **Smart Dollar September \$5,000 Cash Giveaway**

Could you use some extra cash this fall? SmartDollar is hosting a [\\$5,000 Cash Giveaway](#) and it could be yours!

It's not too late to cash out - Watch a video, start your budget process, and/or read an article for the chance to win big!

Log into [Smart Dollar](#) until September 30th for the chance to win the \$500 Weekly Prize, \$5,000 Grand Prize, and \$1,000 Budget Bonus Prize!



## New items on Moving Mountains

Have you seen the new items on the [Moving Mountains store](#)?

Check out awesome new MountainSeed merch including a Yoga Mat, BabySeeder Onesie, Pet Bowl, Face Mask, and a thicker-material Standard Hoodie!



## Mask Reminder

Please remember that masks are required inside our Atlanta office, particularly when you are:

- Walking around the office.
- In the café.
- In a group of employees.
- In the halls and elevator of the building.

Disposable masks are available to employees in the Atlanta office. People Ops will make arrangements to provide you with the MountainSeed cloth mask while supplies last. Please request from [People Ops](#).



## Employee Spotlight

*Joanna Jean-Baptiste*



Joanna was born and raised in Brooklyn, NY before moving to Pennsylvania with her family at 16. She graduated from Abraham Lincoln High School and received her massage therapist certification shortly after. She went on to work as a masseuse for about 2 years.

Joanna then decided to move to Miami and attend Physical Therapy pre-med school. After 4 years, Joanna moved back to Pennsylvania, dropped out of school, and opened up her own Real Estate Business. She bought and sold houses for about 8 years.

With her desire for change, Joanna moved to Atlanta in 2016 and joined MountainSeed in 2017. Since then, Joanna has loved her experience and her team. She has had the pleasure of meeting some awesome people and is still in touch with some of her old colleagues. She is so proud of how MountainSeed has grown over the past years and is very excited about the future growth of the company.

When she is not working, Joanna is studying to become a professional voice-over actress and has a personal voice coach to train her. She hopes to accomplish this within a year. Joanna also looks forward to completing her Bachelor's in Business Science and Entrepreneurship from the University of Phoenix in December.

### **MAI Designation – renewals through MountainSeed membership**

MountainSeed is committed to supporting the professional growth of our employees and is excited to announce that MountainSeed is now participating in the **Appraisal Institute Group Program!**

As part of this program MountainSeed will manage the renewal and payment of Appraisal Institute annual dues for employees who are Designated Members, Candidates for Designation or Practicing Affiliates of the Appraisal Institute.

Employees will no longer need to submit their Appraisal Institute annual dues individually.

Please contact [Molly Mason](#) for more details.



## Open Enrollment for Benefits

It's that time of year again!

Open enrollment begins **Monday, September 27th** and ends **Wednesday, October 6th**. You will use [ADP Workforce Now](#) to enter your benefit elections for you and your dependents.

The new employee benefit plans are effective **November 1, 2021**.

Tune in to one of the two mandatory live webinar sessions for more information regarding the new 2021-2022 benefit options.

The dates for the LIVE educational sessions will be **Tuesday, 9/21 from 2:30pm - 3:30pm, and Thursday, 9/23 from 2:30pm - 3:30pm**.

Please email [People Ops](#) if you are unable to attend one of these sessions. Additionally People Ops will provide personal one-on-one assistance to you if needed.

**New benefits include:**



## New Dental Insurance – Simple Dental

New dental insurance through Simple Dental will offer two plans: Silver or Gold.

### Silver Plan

- No network – see any Dentist of your choice in the United States
- \$1,000 annual benefit per covered person
- Pays 100% of the first \$250 spent
- Pays 50% of the next \$1,500 spent
  - You and your Dentist determine your dental needs, no hidden rules or a certain order of services you need
- Exclusions: Cosmetic

### Gold Plan

- No network – see any Dentist of your choice in the United States
- \$2,000 annual benefit per covered person
- Pays 100% of the first \$300 spent
- Pays 60% of the next \$2,833 spent



- New Dental Plans (choice of two options)
- Cancer policy with an annual wellness benefit
- Accident policy with an annual wellness benefit
- Critical Illness policy
- Pet Insurance – various reimbursement options for you
- Legal Assistance
- Identity Theft Protection
- Orthodontics for Children or Adults - \$ 1,500 - lifetime benefit per covered member
- You and your Dentist determine your dental needs, no hidden rules or a certain order of services you need
- Exclusions: Cosmetic

Please review the [2021 Benefits Guidebook](#) and come prepared with questions.



## Savings you could be passing up – FSA Dependent Care

Are you a parent? Do you pay for childcare while you are working? A Flexible Spending Account for Dependent Care may be right for you!

### Here is how it works:

1. You determine your annual cost. (Up to \$5,000 for couples is allowed per calendar year by the IRS.)



## Coffee Talk – Coming Soon

Would you like to meet other MountainSeed employees from the comfort of your desk?

A new employee engagement opportunity is coming to a screen near you!

Connect with a new employee each month through Coffee Talk, a matching service that allows you to meet the

2. You enroll and deductions are taken from your gross pay each paycheck. (Your total election divided by 26 paychecks over the year.)
3. You submit your receipts to be reimbursed for the childcare cost incurred during the year.

awesome employees at MountainSeed.  
More details coming soon.

And just like that, you saved the taxes on the total election, which could easily be 30% – Federal Taxes, State Taxes, Social Security Taxes, and Medicare Taxes!



PEOPLE OPS QUESTIONS? Email [Tahira](#) or [Cherie](#).

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What MountainSeeders need to know this month

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## New Benefits Information

Thank you so much for your participation in learning about the new 2021-2022 benefits.

For those who have elected the new Cigna Medical coverage and the new Simple Dental plan, your cards should arrive at your home before November 1st.

If you do not receive it by then, please contact People Ops for assistance. If you had the Flexible Spending account last year, you will use the same plastic debit card for 2022.



## Customer Success Building Relationships

Customer Success has rolled out a plan to conduct in person visits with the majority of our Appraisal Management clients over the next nine months.

They have already conducted 10 onsite meetings over the past 60 days with clients throughout four different states. The team is building an important relationship base with these accounts.

Recently, Chaz Davis and Jaime Gray had a fantastic meeting with Tandem Bank where they were able to develop thoughtful solutions for the Bank who requested slight changes to our standard process.

Way to go Customer Success for improving and developing our client relationships!



## Million Air Challenge – Winner

Congratulations to Michelle Holmes who won a cash giveaway prize of \$150 from the Georgia Commute Options Challenge.

Way to go Michelle!



## Biketober

Calling all Georgia employees! [Biketober](#) is here – log your rides for a chance to win a V2 Edison Electric Bike, a bike light set, Visa gift cards, and more!

[Register](#) as an employee of MountainSeed and partake in some friendly competition with your coworkers.

Earn points for riding or encouraging others to do so. Follow them on [Facebook](#) and [Instagram](#) for the chance to win weekly prizes!



## Know Be 4

Please remember to complete the quarterly IT security training by 10/31/2021. Contact [Jason Camp](#) with any questions.



## Honoring our Veterans at MountainSeed

Veterans Day is November 11th and celebrates all US military veterans who have served in the United States Armed Forces.

Thank you **Rodney Taylor, Gessica Bellevue, and Daniel Garza** for your service and bravery. We salute you!

## Coffee Talk – Enroll Now!

Are you interested in getting to know other MountainSeed employees?

Participate in MountainSeed's newest employee engagement opportunity, Coffee Talk.

[Register yourself](#) to be matched with a new employee each month. Schedule time to enjoy and learn more about one another in a short 15-minute Coffee Talk session.



## Financial Focus

Check out the [3rd Quarter 2021 Financial Focus](#) newsletter from Henssler Financial Services!

[Justin Wagner](#) of Henssler is available to assist any of our employees with 401K investment options and advice.



## Employee Spotlight

*Jeffrey Kurtz*

Jeff grew up in Texas before attending high school in New Jersey. He played many sports, including Ice Hockey and Lacrosse. He was recruited to play Lacrosse at the University of Alabama (Roll Tide!) and graduated from UA with a major in Broadcasting and a minor in Economics & Business. Soon after college, he went to work for Channel 4 News in SC for some years.

Jeff met his lovely wife, Olivia, in college and together they moved to Connecticut after they were married. With the move, Jeff made his career transition into Sales. He started in Commercial Real Estate with Reis where he spent most of his time as the Director of New Business Development. When Moody's acquired Reis in 2018, Jeff moved on to Oxford Economics as the Director of US Real Estate. Jeff has recently been blessed with an addition to his family; he is now a proud father to 8-week-old baby boy, Landon.

In his freetime for the past four years, Jeff has volunteered with Rivers for Recovery, a program dedicated to the rehabilitation



## Health Savings Accounts

Did you enroll in the Medical Base plan? If so, you have a very special opportunity to save tax-free money that can be used for medical, dental or vision needs. Here are some quick benefits of a Health Savings Account(HSA):

- This is your savings account and it is your money forever.
- It is deducted from your paycheck on a pretax basis, so you do not pay any taxes on these amounts.
- The IRS sets the annual maximums each year for single or family coverage.
- If age 55 or older, you can actually set aside an extra \$1,000 each year tax free.
- You can change the amount you are saving at any time during the year.
- Once your savings account is above a certain level, you can invest it similar to a 401K plan.
- You receive a debit card to use.
- You can use these funds for medical co-pays, deductibles, eyeglasses, contact lenses, surgery, dental work – as long as



of combat veterans suffering with Post Traumatic Stress Disorder, minor Traumatic Brain Injury, stress, anxiety and depression.

This program is close to his heart because Jeff comes from a family of veterans and has a combined passion for fly fishing. As a guide, Jeff helps teach veterans how to fly fish. Jeff has been fortunate to have participated in many fly fishing tournaments across many states with a group of veterans. He finds it extremely rewarding because four veterans have pursued careers as Fly Fishing guides after fishing with Jeff.

Jeff is excited about his role as Head of MS Analytics Sales at MountainSeed and looks forward to building his team and expanding MS service offerings.



## The HSA Bank

Not sure how to access your HSA Bank account?

Once you enroll in the Medical Base plan, your account will be set up for you at the [HSA Bank website](#).

none of these were reimbursed by any of your insurance plans.

Cigna has a list of [eligible expenses](#) for a health savings account. Don't forget to elect a beneficiary for these funds.



## Compliance Quality Control Testing

Recent results of a quality control testing audit by the Compliance Department demonstrate dedication to the culture of compliance at MountainSeed. Processes surrounding appraiser registration,



You will have access online to your account to view and conduct various transactions. You will also be issued a debit card for your personal savings account.

If you already have a HSA elsewhere, you can move all assets to your new account. You can find the transfer form on the ADP homepage.

Check out the [HSA Guidebook](#) for all your HSA questions!

appraiser removal, mandatory reporting and appraiser payment were all examined.

Of the 791 records examined, only two non-critical (minor) errors were identified, which exceeded the rigorous goal of 99% of records without critical errors and 95% without non-critical errors. This accomplishment is an illustration of MountainSeed Core Values in action.



PEOPLE OPS QUESTIONS? Email [PeopleOps@mountainseed.com](mailto:PeopleOps@mountainseed.com).

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# The Monthly Seed

November 2021



*Our purpose is to provide opportunities that help people thrive using their God-given abilities.*



## TechOps Newest Team Member - Johnny5

*Announcing TechOps – Your inhouse IT Support*

MountainSeed is excited to announce TechOps, a new department committed to helping employees with technology needs and services. TechOps is focused on delivering excellent and consistent support for MountainSeed users wherever and whenever they work. We do this by providing support for any of the following:

- Employee ticketing support
- Business continuity, risk mitigation, and disaster recovery planning
- Asset management
- Technology procurement
- Information Security policy creation and publishing
- Internal and external security hardening



## MountainSeed & the World Series

Taylor Ortego entertained 2 of our top 20 accounts, SmartBank and SimplyBank, on Sunday, October 31st at game five of the World Series at Truist Park. They had a wonderful time cheering on the Braves while Taylor strengthened the relationship with both of these accounts. Great memories during an iconic time in Atlanta history -- Go Braves!

- Auditing and compliance requirements
- Training and advisory services
- Employee Onboarding for technology services



## Coffee Talk

Check out this fun new opportunity to get to know other MountainSeed employees!

How it works:

**Step 1:** [Register](#)

**Step 2:** Get Matched – once a month you will be automatically matched with an employee you have not been paired with before.

**Step 3:** Schedule time together – whomever receives the notice first, invite the other person for a time together 15-20 minutes. This can be virtually or in-person.

**Step 4:** Meet & Talk – enjoy, connect, and learn more about a fellow MountainSeeder.



## Halloween Spirit

Thank you to everyone who attended the Halloween Party and participated in the costume contest benefitting the Drake House.

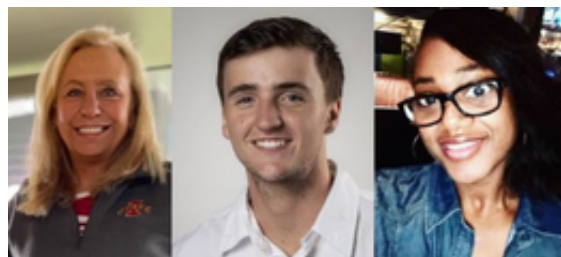
Congrats to our Halloween Costume Contest Winners:

1st Place: Brad Watkins

2nd Place: Tyler Adkins

3rd Place: Kyle Ward

Thanks to all who participated in our [Moving Mountains](#) Halloween Picture Challenge. Visit Moving Mountains to see all your favorite employee's throwback photos!



## Drake House Donations

Thanks to all who donated items to the [Drake House](#)! We provided many needed items from their wish list and they were very appreciative of MountainSeed employee generosity. Thank you!

## A Big Congrats to our 3rd Quarter Core Value Winners

**Dawn Crawford** - Director of Candidate Experience

**Max DiPlotti** – Financial Analyst

**Joanna Jean-Baptiste** – Completion Specialist

Would you like to nominate someone for Q4? Visit [ADP](#) to nominate the best of MountainSeed!



## MountainSeeder Honored by Appraisal Foundation

Congratulations to Emerson Sutton Jr., Commercial Reviewer, who was recently honored for his years of service as an Appraisal Foundation Board of Trustee member.

During the past several years, Emerson has served alongside some of the brightest and most talented people in our business. Watch Emerson's recognition at the 2:12 time marker during the [Appraisal Foundation's Board of Trustees Public Meeting](#).

## Benefits Corner

Reminder – New benefit plans are now effective! Each employee should have received a new medical benefit card in the mail. If you have not received yours or have any questions, please reach out to [People Ops](#).



## Wellness Benefit Reminder

If you elected the [Accident, Cancer, or Critical Illness policies](#), you have a cash wellness exam benefit for each of these plans. For each qualified exam, you will receive a check for \$100 per covered person. Please remember that the Accident policy allows 2 wellness exams per calendar year, which is \$200 per covered person.

See the [Wellness Benefit Claims Instructions](#) for information on how to file your wellness benefit and receive your check(s)!



## Getting Ready For Year End

Please check your home address and update any changes in your ADP profile. Year End W2s will be mailed in January to the address on file in ADP.



## Current Job Openings

We are expanding our MountainSeed family! Check out our [current job opportunities](#) that are available. Remember all employees can earn a **\$600 referral bonus** for candidates that are hired!



## Let's Celebrate the Season Together

The holiday season is right around the corner. We hope to see you in-person or virtually for [MountainSeed's holiday celebrations](#)!



### A Letter from Carl Streck, CEO

MountainSeed Family,

As we move into this season of Thanksgiving, I wanted to reflect on how thankful I am for all of you and grateful for the opportunity to see the mission of MountainSeed being lived out in and through so many at MountainSeed. I, personally, am so thankful for you all. So many of you I have worked with for many of my working years and I am grateful that God brought you into my life and into the lives of so many at MountainSeed. I am thankful that we have an opportunity, together, to make a difference in each other's lives forever! That is my hope for you. That through your time here your lives will be forever changed for the better because I am a big believer that if you are thriving at work you have greater odds of having a healthy home life, being a better community member, husband, wife, mother, father, and friend.

I also recognize that many times holidays are hard for people. My dad passed away 3 years ago and so many of us have experienced loss much more recently than that. I pray for you. I pray that you will be comforted in the holiday season and that it can be a time of remembrance instead of sadness. I also encourage you to seek out (as hard as it may be) opportunities to serve others, try hard to write down a few things you can be grateful for each day, and ask for help if you need it. We are here for you.

I hope everyone has a great Thanksgiving, I pray we can all recharge and return together with thankful hearts and refreshed minds.

We have much to be thankful for.

Happy Thanksgiving!

- Carl Streck, CEO



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What MountainSeeders need to know this month

Email not displaying correctly?

[View it in your browser.](#)



### Special Delivery Coming Your Way

Be on the lookout for a special holiday surprise from MountainSeed! We are so appreciative of all our employees and we hope you enjoy this gift from us to you.

Gifts will be mailed to your home or hand delivered to you in the office during the month of December. If you do not receive your gift by the end of the month, please let [People Ops](#) know.



### Your Total Rewards – The Hidden Paycheck



### JOY JOY JOY

This is a month of several wonderful celebrations.

- Chanukah – November 28th - December 6th
- Christmas – December 25th
- Kwanzaa – December 26th

Our best holiday wishes to all! We hope it is a special time for you and your family!



### 401K Improvements Coming to You



Your paycheck has many great, hidden benefits! These include taxes paid for by the company, benefits provided with no tax consequence, and disability benefits that will provide a larger benefit if ever needed.

You can now view your projected Total Rewards report by following these steps:

1. Log into ADP Workforce Now
2. Click on Myself
3. Under the Pay header, click on Total Rewards
4. Change the time frame to Jan 1, 2021 – Dec 31, 2021
5. Click on Expand All
6. You will see all the extra items that are provided by MountainSeed above your base pay. You can also print a full statement with the details!



## Meet Matt Samuels, Your Employee Engagement Manager.

What does Employee Engagement look like at MountainSeed?

- Curating a culture where employees can support one another and co-workers feel like family.
- Sharing stories and photos and engaging in challenges with one another on Moving Mountains (Cooleaf).
- Travelling on our DEI Journey together.

MountainSeed is transitioning our 401K from Empower to TransAmerica, a leading 401K provider. Improvements include:

- Plan fees will be reduced
- New robust employee website
- Easy to use phone app

There will be several opportunities to attend educational and demonstrative sessions to see the new website and how to navigate it.

[Henssler Financial](#) is always available to assist you with selecting your investments in the 401K free of charge. This helps make a roll over easy and answers any questions you may have.

Stay tuned for more news about this important change in our plan!



## Free Money for YOU!

There is a wonderful opportunity for some free money when you join the 401K and contribute to it. If you contribute 5% of your paycheck, you will maximize the company match. Here is an example:

- Your gross paycheck is \$1,730.00.
  - You decide to contribute 5% - which is \$86.50.
1. You receive the company match of 100% of the first 3% - which is \$51.90.
  2. You also receive the additional company match of 50% of the next 2%

- Meeting new coworkers through Coffee Talk and learning fun information about each other.
- Participating in employee surveys and helping us create a “best place to work” environment.
- Celebrating with parties and virtual parties where we can come together to have fun and create memories with one another.
- Supporting our communities through outreach and volunteer programs.

Thank you for your engagement and care for each other.



### Savings on Gasoline

Did you know that Publix Super Market runs a coupon about once a month to purchase a \$50 Gas card? (Specific gas stations per card, your choice of brands)

You receive \$10 off your groceries at the time of purchase – that is a 20% savings on gasoline.



### MountainSeed Holiday Giving Project

which is 17.30.

- Therefore you receive \$69.20 in free money – your company match on your 401K.

We do not want you to miss out – there are many options. You can get started with just 1% or 2% of your paycheck – let's have some coffee and talk about your options for some free money.



### Customer Success Team

Jaime Gray, Jason Rivers, and Kymberly Earlbek visited some of our appraisal management accounts and had great meetings. Thank you for working hard to continually get in front of clients!



### MountainSeed Company Store

MountainSeed has adopted 2 local families to help with their needs and wishes this holiday season!

If you are interested in participating, please sign up online and have gifts delivered by December 20th. You can shop for item(s) to purchase from the [families' wish list](#).

If possible, please wrap and label the gifts. Our MountainSeed Elves will wrap and label any unwrapped gifts and deliver them to The Salvation Army, who will then deliver directly to the families.

There are three ways to get your gifts to us:

1. Order from Amazon or other store online and have shipped directly to office to the attention of: Matt Samuels
2. Bring item(s) into the office and place in Susan's office
3. Bring item(s) to the Atlanta Holiday Party on Friday, December 17th

Please reach out to People Ops with any questions.

Thanks so much for your generosity for those in need this holiday season!

MountainSeed merch is coming to a screen near you!

The MountainSeed Company Store will begin taking preorders beginning in January. Stay tuned for more updates!



PEOPLE OPS QUESTIONS? Email [PeopleOps@mountainseed.com](mailto:PeopleOps@mountainseed.com).

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