

Compensation Philosophy Statement

MPS employees are the company's greatest asset and our principal competitive advantage. It is essential that our pay programs attract and inspire the competent, innovative and committed professionals we seek to employ.

Our compensation philosophy is to offer a holistic total rewards package that is competitive and supports our workers' needs for health and financial wellbeing. Uniform benefit options, irrespective of employee rank or role within the company, enable employees to elect benefits that suit their personal needs for healthcare, catastrophic coverage, wellness, retirement, and educational development.

The pay we offer is continually evaluated to ensure we are on par with our competitive peers. Additionally, all employees participate in incentive programs that share rewards of the company's success.

By evaluating and introducing new and improved rewards on an ongoing basis, we ensure a top-tier experience that meets the evolving nature of our competitive landscape and underscores our commitment to employee welfare.