

Paid Parental Leave at MG2

We understand that welcoming a new child into your family is a precious and life-changing event that requires dedicated time and attention. With values driven by the mental, physical, and societal well-being of our employees and their families, we are committed to providing comprehensive support to our team members following the birth, adoption, or foster care placement of a child.

MG2 is proud to offer a robust parental leave policy that gives **both eligible primary and secondary caregivers six weeks of fully paid leave** to bond with their newest additions. With their manager's approval, these six weeks can be divided and used at the new parent's discretion within the first year after birth or placement. All regular full-time and part-time employees who work more than 20 hours per week are eligible for this benefit, regardless of their length of service with the firm.

Additionally, while taking paid parental leave, **employees will continue receiving all the health coverage and benefits they already have on the same terms as active employees and** remain eligible for salary increases and bonuses. This approach ensures that staff and their families have peace of mind during this critical period.

Navigating the complex legal and administrative requirements of parental leave can be daunting. That is why we work with you to help take advantage of any federal or state benefits that are offered or available to you, and help you maximize your benefits to get the most time and resources possible to grow your family. We understand that every employee's situation is unique, and we are committed to providing personalized support to help you easily navigate this process.

At MG2, we are proud to be a leading architecture firm that prioritizes the well-being of our staff and their families, as the transparency in providing them with the benefits they have access to. Our parental leave policy is just one of the many ways we show our commitment to supporting our team members as they navigate life's most significant transitions. By providing our employees with the time and resources they need to grow their families, we are not only doing the right thing but also investing in our company's long-term success.