

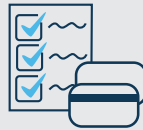


**COPELAND
BUHL**

EMPLOYEE BENEFITS



- Competitive compensation
- Hourly pay instead of salary-based to ensure fair compensation for the hours you actually work
- Paid time off
- Paid holidays



- Medical insurance
- Dental insurance
- Vision insurance
- Flexible spending accounts
- Health savings account
- Short & long-term disability
- Life insurance
- 401(k) retirement savings plan
- Prepaid legal
- Identity theft protection



Productivity incentive plan that allows you to save busy season overtime hours and apply them toward additional vacation time in the off-season



Suburban location near Lake Minnetonka



Business casual attire



Flexible work arrangements for eligible employees



CPA exam passing bonus



Continuing education



Free underground parking