

Employment

Welcome to SOMI

The founder of SOMI, Cindy Sheffield, is still actively working at SOMI as the President and Chief Executive Officer. She is the driving force behind the company slogan:

Remember to always have fun.

SOMI Employee Benefits

Available to employees who work 30 hours or more per week)

- Employer Paid Basic Life Insurance (2X annual salary)
- Elective Life Insurance
- Elective Spouse Life Insurance
- Elective Dependent Life Insurance
- Group Medical Insurance
- Group Dental Insurance
- Employer Paid Short Term Disability Benefit
- Employer Paid Long Term Disability Benefit
- Medical Reimbursement Account
- Dependent Care Reimbursement Account
- 401K Retirement Plan
- Employer Matching 401K Retirement Plan with 100% Immediate Vesting
- Employee Assistance Plan (EAP)
- Education Assistance Plan
- Health Club Reimbursement
- Casual Dress Code
- Non – Smoking Environment
- Nine (9) Paid Holidays
- Generous Paid Time Off (that begins to accrue immediately)
- Modified Summer Office Hours (2 PM close on Fridays from Memorial Day to Labor Day)
- Health Club, Bank, Medical and Dental Clinic Conveniently Located in Building
- Payroll Direct Deposit
- Incentive Program for Recruitment of New Employees

Corporate Work Environment

SOMI employees enjoy the advantages of a flexible work schedule. All departments at SOMI support the servicing of our customers during the company's normal business hours of 8am to 5pm CST. Flexibility in scheduling allows our staff to meet the needs of our clients while providing the opportunity to also meet their own personal and family obligations.

In addition to a flexible work schedule, we have a casual dress code, which requires "dress up" or "business casual" days only on special occasions when we host outside client visitors.

The SOMI benefit package detailed above is a very competitive and comprehensive benefit package in the TPA industry. We constantly evaluate whether our benefit

package will continue to attract and retain the brightest and the best employees. If we find that there are shortfalls, we make appropriate enhancements in a timely manner.