

## Employee Benefits Package

### Medical

Three BCBS Health Insurance options (PPO) (employee co-pay), available date of hire

Lincoln Financial Dental Insurance (employee co-pay), available date of hire

EyeMed Vision Care (employee co-pay), available date of hire

Company-paid disability insurance

Company-paid life insurance valued at twice your annual salary (\$300,000 maximum)

Voluntary life insurance offers individual and family guarantee issue amounts (employee paid)

Flexible medical spending plan

### Personal

Dependent care reimbursement plan

Laptop for use at work and home during employment

Flexible work schedule

Telework program - work from home one day per week, available at one year of full-time employment (available at 6 months for senior staff)

Progressive, all encompassing Paid Time Off (PTO) policy for vacation, sick and personal time

Ten paid holidays (plus the week off between Christmas and New Year's)

Four-week paid sabbatical after ten years of full-time employment

### Financial

Semi-annual bonus program (based on predetermined net revenue targets)

401(k) plan - 100% company match up to 3% of salary, 50% match on next 2%, available at one year of full-time employment

Educational assistance program – (50% tuition/ book reimbursement, maximum of \$3,000 per year); available at one year of full-time employment

*Available to full-time, salaried employees*

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