



Benefits at a Glance

Dfuse Technologies, Inc offers a challenging and exciting workplace that believes our success lies within our employees. By providing a rewarding work experience with competitive compensation and benefits packages, we are committed to provide a work environment dedicated to exceptional and professional client service.

Competitive Salary

Employee salaries are competitively based on the market and individual performance.

Insurance

Major Medical, Dental and Vision

United Health Care Choice (monthly rates)

December 1, 2018-November 30, 2019

<u>Insured</u>	<u>Medical Benefits</u>	<u>Dental Benefits</u>	<u>Vision Benefits</u>
Employee	\$256.19	\$24.89	\$3.75
Employee + Spouse	\$768.57	\$74.65	\$11.63
Employee + Child(ren)	\$742.95	\$75.59	\$12.38
Employee + Family	\$1,255.33	\$129.98	\$19.51

Flex Spending Accounts (FSA): Employer sponsored benefit that enables employees to set aside pre-tax dollars to pay eligible health care expenses and/or dependent care expenses.

Basic Life Insurance / Accidental D & D: Dfuse provides all full time staff with an insurance policy of 1x annual salary at no cost to the employee. **Voluntary Term Life** is also available at cost to the employee.

Short Term and Long Term Disability: This STD benefit provides for income replacement at 60% of weekly earnings after a 14 day elimination period. The LTD benefit provides income replacement at 50% of monthly earnings after a 90 day elimination period.

Work Life Balance

Paid Personal Time (PPT): Employee accrues 10 full days of vacation per year. Accrual begins after the first full pay cycle. PPT is accrued at 3.08 hours per paycheck.

Holidays: There are nine (9) paid holidays; New Year’s Day, Martin Luther King Birthday, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day and Employee Birthday.



Health and Wellness Reimbursement: Employee may be reimbursed up to \$40 per month for a gym or health club expense starting the first month following the hire date.

401k Retirement Plan: To help you achieve your retirement goals more quickly, Dfuse will match 4% of the money you contribute to the plan, up to a maximum of 100% of your total compensation. Eligible after 1 year of service.

Employee Assistance Program: 24 Hour confidential support and recommendations provided by Magellan Healthcare's licensed counselor over the phone and online including: Legal Services & Estate Planning (including Will Preparation), Financial Services & retirement Planning, Emotional Health & Wellness. *Services provided through Principal.*

Travel Assistance: Available to help employees when they travel, via an emergency response network and global resources. *Services provided through Principal.*

Other Benefits

Training and Professional Development: Paid Training & Professional Development provided up to \$1,000 per year with prior approval from Human Resources.

E-Learning Program: Employer paid online training program through Skillsoft 8i. Develop and Maintain IT skills through eLearning courses, free live mentoring services and certification test preparation.

Employee Referral Program: Refer a candidate who meet the qualifications. If your candidate is hired you will be awarded \$1,000.00 within 90 days after the hire date.

Spot Bonus: Customer Satisfaction, New business.