



## Benefits at a Glance

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

### Competitive Salary

Dfuse based the employee salaries on the market value and individual performance.

### Insurance

#### Major Medical, Dental, and Vision

**United Health Care Choice (monthly rates) June 1, 2020 – May 31, 2021**

<u>Insured</u>	<u>Plan I Medical/ Dental/ Vision</u>	<u>Plan II Medical/ Dental/ Vision</u>	<u>Plan III Medical/ Dental/Vision</u>	<u>Plan IV Medical/ Dental/ Vision</u>
Employee	\$121.66	\$102.45	\$90.91	80.52
Employee + Spouse	\$997.59	\$840.07	\$745.46	\$660.26
Employee + Child(ren)	\$909.39	\$765.79	\$679.55	\$601.88
Employee + Family	\$1,581.55	\$1,331.81	\$1,181.83	\$1,046.76

**Health Savings Account (HSA):** Employees must be enrolled in Plan IV to participate in this program. Dfuse contributes monthly to assist with any medical expenses.

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

**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:** Dfuse provides all full-time staff with STD and LTD at no cost. 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 wages after a 90 day elimination period.

### Work-Life Balance

**Paid Personal Time (PPT):** Employee accrues 15 full days of vacation per year. Accrual begins after the first full pay cycle. PPT accrual is at 4.62 hours per paycheck.



**Holidays:** There are nine (9) paid holidays; New Year's Day, Martin Luther King Birthday, Memorial Day, July 4, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day, and employee Birthday (floating holiday).

**Health and Wellness Reimbursement:** Employees 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 one year of service.

**Employee Assistance Program:** The EAP program is 24-hour confidential support and recommendations provided by a licensed counselor over the phone and online, including Legal Services & Financial Planning, Wellness & Daily Living, Emotional Health, Senior Caregiving Services, Parenting, Child Care, and Education Services. *Services provided through MyLife.adp.com.*

**ADP Discount Program:** Available to help employees save money with discounts on Cellphones, Electronics, Health and Wellness, Groceries, Travel, Entertainment, Financial Services, Home & Auto, Family, and Well-Being to name a few. *Services provided through ADP Life Mart.*

**Commuter Benefits:** Employees can enroll in a pre-tax Transit and Parking program. Transit includes bus, trains, or vanpool expenses. *Services provided through ADP Total Source.*

## **Other Benefits**

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**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 meets the qualifications. If your candidate becomes employed, you will be awarded \$1,000.00 after 90 days of employment.

**Spot Bonus:** Customer Satisfaction, New business.