



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 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, 2022 – May 31, 2023

(Coverage begins on the first of the month after the start date)

<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	\$131.46	\$110.70	\$98.24	87.01
Employee + Spouse	\$1,077.99	\$907.78	\$805.53	\$713.48
Employee + Child(ren)	\$982.68	\$827.52	\$734.32	\$650.40
Employee + Family	\$1,709.01	\$1,439.16	\$1,277.08	\$1,131.13

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. Employee \$33.33/ Employee +Spouse \$50.00/ Employee +Child(ren) \$50.00/ Employee +Family \$66.66.

Flex Spending Accounts (FSA): Employer-sponsored benefit 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 Time Off (PTO): Employee accrues 15 full days of vacation per year. Accrual begins after the first full pay cycle. PTO 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 100% of your contribution, up to 4% 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

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.