



## 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

Plan Year: *June 1, 2024 – May 31, 2025*

#### **Employee Monthly Rates**

Coverage begins on the first of the month after the start date.

<u>Insured</u>	<b>UHC-ChHSA-DMUB-3200Cpy-VA-FL</b> <u>Medical/ Dental/ Vision</u>	<b>UHC-CP-BTVK-4000-80-VA-FL</b> <u>Medical/ Dental/ Vision</u>	<b>UHC-CP-BTUE-2500-80-VA-FL</b> <u>Medical/ Dental/Vision</u>	<b>UHC-CP-BTUT-1000-80-VA-FL</b> <u>Medical/ Dental/ Vision</u>
Employee	\$96.22	\$109.57	\$123.48	\$146.63
Employee + Spouse	\$744.66	\$846.54	\$954.00	\$1,132.88
Employee + Child(ren)	\$679.52	\$772.55	\$870.61	\$1,033.84
Employee + Family	\$1,176.30	\$1,286.50	\$1,506.11	\$1,788.52

**Health Savings Account (HSA):** Employees must be enrolled in the HAS plan 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

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**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 ten (10) paid holidays; New Year's Day, Martin Luther King Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, 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 Wellness-related 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 the contributed amount. ***Serviced through Ascensus. 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.

For questions or concerns, please contact [hr@dfusetech.com](mailto:hr@dfusetech.com).