# Cic CONSULT

## **Employee Summary of Benefits | USA**





#### Benefits

You will be eligible for the following benefits:

#### **Insurance Coverage**



Medical Insurance

- High Deductible and PPO Options
- HSA & FSA Options



**Dental Plans** 



Vision Plans



**Employer-Sponsored Life** 



AD&D, LTD, & STD



401(k) Retirement Plans



\$40 Monthly Cell Phone Stipend



# Career Planning & Development

- Training Resources and Opportunities
- Career Path Strategies and Planning



### **Referral Program**

For every referral from you that results in a successful hire, you receive a \$3,500 referral bonus and will have the chance to win additional vouchers. We're constantly looking for new talents and are thrilled with each lead we receive from you!



# Work / Life Integration

- Remote Positions
- Flexible Schedule
- Parental Leavethe time of hire



#### **Training**

Internal trainings such as "Lunch & Learns" take place regularly. Further, you get ten days per year for professional development of your choice.



## Paid Time Off

- PTO Base Plan of 16 days a year Employees may be eligible for additional PTO based on tenure.
- You will accrue PTO on the first of every month and will be permitted to carry over 40 hours of PTO per year.



#### 10 Paid Holidays + 2 Floating Holidays

2024

New Year's Day	JAN 1 <sup>st</sup>
MLK Day	JAN 15 <sup>th</sup>
Memorial Day	MAY 27 <sup>th</sup>
Independence Day	JUL 4 <sup>th</sup>
Labor Day	SEP 2 <sup>nd</sup>
Veteran's Day	NOV 11 <sup>th</sup>
Thanksgiving Day	NOV 28 <sup>th</sup>
Day After Thanksgiving	NOV 29 <sup>th</sup>
Christmas Eve	DEC 24 <sup>th</sup>
Christmas Day	DEC 25 <sup>th</sup>

This document is intended only for the respective recipient as part of the application or recruitment process and is considered confidential. Unauthorized distribution, disclosure, publication or other disclosure to third parties is strictly prohibited. Please note that employee benefits are voluntary and may vary based on geographic location, work schedules or other criteria. They are not to be construed as a guaranteed offer or commitment and may be changed, modified or deleted at any time.

All rights reserved. © 2024 iC Consult Group GmbH