



Employee Summary of Benefits | USA



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.

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



Work / Life Integration

- Remote Positions
- Flexible Schedule
- Parental Leave the time of hire



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!



Training

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



10 Paid Holidays + 2 Floating Holidays

2024

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