

EMPLOYEE BENEFITS

EMPLOYEE BENEFITS

Benefit	Waiting Period	Premium Cost Sharing
Healthcare Plan	First of the next month following employment	Company pays 100% of premiums
Dental Benefits (Only optional if covered under another plan)	Immediate upon employment	Company pays 100% of premiums
Extended Health Benefits (Only optional if covered under another plan)	Immediate upon employment	Company pays 100% of premiums
Life Insurance (mandatory)	Immediate upon employment	Company pays 100% of premiums
Accidental Death and Dismemberment (mandatory)	Immediate upon employment	Company pays 100% of premiums
Dependent Life Insurance (optional)	Upon approval of application	Employee pays 100% of premiums
Voluntary Accidental Death and Dismemberment (optional)	Upon approval of application	Employee pays 100% of premiums
Long Term Disability (LTD) (optional)	Available upon acceptance by our insurance provider after 60 days of employment	Employee pays 100% of premiums to accommodate vacation benefits to the individual should LTD benefits be used in the future
Short Term Disability	Immediate upon employment	Company pays 100% of premiums
Employee Assistance Program (EAP)	We offer an EAP program to assist individuals with difficult home or work situations.	Company pays 100% of premiums

OTHER COMPANY BENEFITS AND PROGRAMS

TOPIC	DETAILS
Core Hours	For employees entitled to flex hours, our core hours are 10:00 AM to 3:00 PM. Employees who do not work flex hours are required to be in the office from 9 AM to 5 PM.
Vacation Entitlement	0-3 years of employment: 3 weeks 3+ years of employment: 4 weeks
Incentive/Bonus Programs	We provide a generous incentive program that rewards individual, team, and Company success.
Company-Paid Holidays	Company Paid Holiday 1 Company Paid Holiday 2 Company Paid Holiday 3 Company Paid Holiday 4
Training & Development	Eligibility for up to 3% of annual salary for training and development and tuition reimbursement.
Social Activities	Various company-sponsored social activities throughout the year.
Wellness	We match wellness activities up to \$200 per year. Example: Gym membership.
Discounted Computer Equipment Purchases	We match up to \$100 per year for computer and equipment purchases for individuals who work from home after hours.
Candidate Referral Bonus Program	We offer a \$1,000 reward to employees who refer candidates who are subsequently hired.
Retirement Savings Plan Automatic Deductions	We have partnered with XYZ Financial to make it easy for you to automatically deduct funds from your pay check for your retirement plan.
Retirement Savings Plan Company Match	We match your contribution towards your registered retirement plan by up to 3% of your salary per year.
Company-Paid Sick Days and Personal Days	We provide Example -10 sick and personal days for times when you are unable to make it to work for various reasons.
Community Day	We support the community by closing the offices for 1 day each year and allowing all employees to participate in an 8-hour activity that benefits our community.

Employee Benefits Plan Comparison Template

Jin-Ying Zhang



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