

RETIREMENT
VACATION

HEALTH BENEFITS

Highlights

Health

- CareFirst Blue Choice HRA Plan
- Shield pays 100% of the premium and deductible for employee and dependents

Time Off

- 25 days of PTO
- Ability to carry over up to 200 hours of PTO from year-to-year
- Ability to cash-out unused PTO
- 11 Government Holidays
- 3 Code Red days per year

401(k)

- 7.5% match
- Fully vested, Day 1
- Safe Harbor 401(k) means that 100% of match is honored no matter when the 401(k) was established

Referral Incentives

- 1st referral hired: \$5,000
- 2nd referral hired: \$7,500
- 3rd (and all subsequent) referral hired: \$10,000

Benefit Solutions That Work For You

Dental & Vision

- Provided through CareFirst
- Shield pays 100% of the premium for employee and dependents

Company Events

- Quarterly Happy Hours
- Team Lunches
- Lavish Holiday Party for employees and a guest
- Summer Picnic for the entire family to enjoy
- Movie Events
- Company Trips

Training/Education

- \$5,250 annual budget that can be used for Degree programs, Certifications, Training classes, and Conferences
- 40 hours of time given annually for classes
- Bonuses given for completion of degrees and certifications
 - Certification: \$500
 - Associate's Degree: \$1,000
 - Bachelor's Degree: \$2,000
 - Master's Degree: \$3,000
 - PhD: \$5,000

Additional Benefits

- Physical Fitness and/or Technology Allowance: \$2,000 annually
- Basic Life Insurance
 - Provided at 100% of your annual salary, to a maximum of \$200,000
- Short-Term Disability
 - Shield Pays 100% of the premium
 - 60% of salary, maximum of \$1,000 per week
- Long-Term Disability
 - Shield pays 100% of the premium
 - 60% of salary, maximum of \$7,000 per month
- Confidential Employee Assistance Program
- Travel Protection Program
- Tower Federal Credit Union membership available

