



BENEFITS SUMMARY

Ashael Tek Solutions LLC
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support@ashaeltksolutions.com
240.720.7269

WORK LIFE BALANCE



- Sick Leave: **3 Weeks**
 - Hours are accrued every pay period
- Vacation Leave: **Unlimited**
 - 4 weeks notice
 - 4 days maximum
 - 4 week gap in between requests
- Your Birthday is a holiday! Take the day off on us!
- 10 paid holidays
- Leave Carry Over – up to 40 hours



EDUCATIONAL ASSISTANCE



- We offer educational assistance (\$5,000 per year)
 - grow and maintain your skills
 - explore new areas of interest

HEALTH AND WELLNESS



- CareFirst Medical, Vision, and Dental
- Company pays 80% of premiums; 20% Premium employee contribution is deducted 'pre-tax' every pay period
- Medical Options
 - BlueChoice Plus HSA Compatible Bronze Plan
 - BlueChoice Plus HSA Compatible Silver Plan
 - BlueChoice Plus HSA Compatible Platinum Plan
- Dental Option
 - BlueDental Plus w/ OON
- Vision Option
 - BlueVision Plus
- \$1500 HSA employer contribution per year which can be used toward deductible/out-of-pocket costs



PREPARING FOR LIFE'S UNCERTAINTIES



- Life insurance: 100% of Life Benefit to a maximum of \$100,000
 - Life Assist: Provides supplemental monthly income that equals 1% of the employee's Life benefit to a maximum of \$2,000 for employees who are on waiver and are ADL disabled. Benefits are paid to the lesser of 100 months or to when waiver of premium ends.
- Long-Term Disability: monthly benefit of 60% of your gross monthly income (up to a max of \$6,000)
- Short-Term Disability: weekly benefit of 60% of your gross monthly income (up to a max of \$1,000)
- Enhanced Accidental Death & Dismemberment (AD&D): 100% of Life Benefit to a max of 100k



RETIREMENT



- Safe Harbor 401(k) Plan with immediate and 100% vesting upon enrollment
- 5% company match
- Profit Sharing Bonuses



BONUSES



- Retention Bonus Program
 - Year 1 = \$1,000
 - Year 3 = \$3,000
 - Year 5 = \$5,000
 - Year 10 = \$10,000
- Employee Referral Bonus (up to \$7,500)
- Sign On Bonuses (amount depends on the candidate)

