

# 2020 Benefits Overview



*"We Believe That When You Take Care Of Employees, Their Passion Will Take Care Of The Mission"*

## Your Health Benefits at a Glance Insperity®

- ✓ **Medical Coverage** (100% of Monthly Rates Paid by Xenith Solutions for Select Plans; Employees have the Option to Choose a Higher Plan, but will only Pay the Difference Between the Plans)
- ✓ **Prescription Coverage**
- ✓ **Dental and Vision Coverage** (100% of Monthly Rates Paid by Xenith Solutions)
- ✓ **Basic Term Life and Personal Accident Insurance** (employer-paid)
- ✓ **Flexible Spending Account**
- ✓ **Insperity Employee Assistance Program**
- ✓ **Learning and Development** (i.e., Skillsoft and other training courses)
- ✓ **MarketPlace**
- ✓ **Voluntary Disability Insurance** (employee-paid)
- ✓ **Voluntary Group Universal Life Insurance** (employee-paid)
- ✓ **Voluntary Personal Accident Insurance** (employee-paid)



## Paid Time Off

- ✓ **Unlimited PTO** (must be in alignment with company and customer needs)
- ✓ **10 Paid Holidays** (7 fixed, 3 floaters)
- ✓ **Jury Duty**
- ✓ **Military Leave**
- ✓ **Bereavement Leave**
- ✓ **And Others**

## Education

- ✓ **Tuition Reimbursement**
- ✓ **Professional Training Reimbursement**
- ✓ **Certification Reimbursement**
- ✓ **Conference Attendance**
- ✓ **Professional Due's**

## Compensation & Retirement

- ✓ **Competitive Salaries**
- ✓ **Employee Referral Bonus Plan**
- ✓ **Bonus Plans**
- ✓ **401(k)** (no Vesting Time Period)
- ✓ **Annual Profit Sharing**

## Miscellaneous

- ✓ **Flexible Hours** (dependent on customer)
- ✓ **Opportunities to Volunteer**
- ✓ **Community and Charity Events**

**Eligibility:** Only Regular Full-Time (work 30+ hours per week) Xenith Solutions Employees are eligible to enroll in the Benefit packages. Benefit eligible employees will have thirty (30) days to enroll in benefits beginning with the date of hire. Employees who do not enroll within thirty (30) days will forfeit the opportunity to enroll until the next annual enrollment period or qualifying life event.