

## **Employee Benefits**

When you join Web Yoga, you are considered a valued member of a growing and exciting team. Our goal is to contribute to your personal and professional growth. Web Yoga salaried associates are offered medical, dental, vision, disability, life insurance and retirement benefits. Additional benefits include paid holidays, vacation and lead referral bonus opportunities.

- Medical
- Life Insurance
- Dental
- Vision
- Short-Term Disability
- Long-Term Disability

## **Retirement / 401k Plan**

Salaried associates may invest in our plan through payroll deductions from your paycheck after a year of employment. The 401k works as follows:

- You can contribute up to a maximum of \$16,500 per year out of your paycheck
- Your contributions are not limited to a certain percentage of your salary
- Web Yoga will match your contributions dollar for dollar on the first 4% of your gross pay
- You are immediately vested on contributions made by Web Yoga
- You will have full control over your investments
- You will receive quarterly brokerage statements showing your account balances and activity

## **Paid Leave** - (Encompasses vacation and sick days)

Salaried associates receive:

- 0-4 years of employment = 15 days
- After 4 years of employment = 20 days
- After 5 years of employment = 25 days
- After 6+ years of employment = 30 days

(May carry over a maximum of 10 days of unused paid leave to the next year without management approval.)

## **Holiday Schedule** (Holidays we observe)

Salaried associates receive:

- New Years Day
- Martin Luther King, Jr. Day\*
- Presidents' Day\*
- Memorial Day
- Independence Day (July 4)
- Labor Day
- Veterans Day\*
- Thanksgiving Day
- Christmas Day
- Floating Holiday\* (Associate's Choice)

## **Exchange Days** (For holidays listed above with an \*)

• Associates may exchange these days for another religious or ethnic holiday, birthday or other personal day in the current calendar year

## **Business Referral Bonus**

Client Side for Staff Augmentation Lead (If current Associate generates a lead)

- Associate receives \$250 when sale closes
- Associate receives additional \$750 after 640 hours billed

Project Side (If current Associate generates a lead for a new project)

• Associate receives 10% of the total sale up to \$2,000 when the sale closes and once Web Yoga receives the 1st payment for the project.

\*\*The above-mentioned incentives are before tax.