



BENEFITS SUMMARY

Ashael Tek Solutions LLC
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240.720.7269

WORK LIFE BALANCE



- Sick Leave: **3 Weeks**
 - Hours are accrued every pay period
- Vacation Leave: **Unlimited**
 - 4 weeks notice required
 - 4 consecutive days maximum per request
 - 4 week gap in between requests
- Your Birthday is a holiday! Take the day off on us!
- 11 paid federal holidays
- Sick Leave Carry Over – up to 80 hours



Note: we understand that everyone has unique needs and we are always open to negotiating PTO during the hiring process



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 100% of premiums
- 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



- **10% Company Match:** Traditional 401 (k) Plan in which we match 100% of your salary deferrals up to 10%
- **Vesting:**

- Your contributions and any amounts you rolled into the Plan, adjusted for gains and losses, are always 100% yours.
- Your company contribution account vests according to the following schedule:

Years of service:	1	2	3	4	5	6	7
Employer Contribution % vested:	0%	20%	40%	60%	80%	100%	

BONUSES



- Retention Bonus Program: \$1,000 for each year with the company (max \$10,000)
 - *Year 1 = \$1,000 ... Year 3 = \$3,000, and so on*
- Employee Referral Bonus (up to \$7,500)
- Sign On Bonuses (amount depends on the candidate and program)

