



Benefits that Stick



HEALTH COVERAGE

+ Medical Insurance

- + Spreetail covers 100% of the premium for the employee
- + Spreetail pays 50% of the premium on spouse/family rates

+ Dental Insurance

- + Spreetail pays 50% of the premium on all plans

+ Vision Benefits

- + *Employee* pays 100% of their premium on all plans

+ Flexible Spending Account

Other benefits

Spreetail offers the following benefits that are 100% employee-paid.

Voluntary life and AD&D

Voluntary short-term disability

Voluntary long-term disability




PTO

+ **Salary Employees**

- + Untracked time off

+ **Hourly PTO (90-Day Eligibility)**

- + Up to 20 PTO days annually
 - + 5 PTO days can be bought back at the end of the year at \$20/hr
 - + You will receive an additional day of PTO on your anniversary date
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5/5/5

- + Up to 5% of your salary in a salary raise every year
 - + *Individual performance*
- + Up to 5% of your salary in a bonus every year
 - *Department performance on department top 5 metrics/goals*
- Up to 5% of your salary in SARs every year
 - *Company-wide performance on top 5 metrics/goals*



OTHER BENEFITS

+ Maternity Leave

- + 6 weeks paid leave (6–12 months tenure)
- + 12 weeks paid leave (12+ months tenure)

+ Secondary Caregiver Leave

- + 2 weeks paid leave (6–12 months tenure)
- + 3 weeks paid leave (12+ months tenure)





OTHER BENEFITS

+ **Gym Membership**

- + Spreetail will pay for half of your gym membership for your household with gym attendance at least 4 times within a month

+ **Donation Matching**

- + Spreetail will match every dollar you donate up to \$250
- + After working here for 3 years, Spreetail will match up to \$500
- + After working here for 5 years, Spreetail will match up to \$1,000



OTHER BENEFITS

+ 3 Year Vacation

- + All-inclusive vacation to one of the Palace Resorts
- + Spreetail covers the all-inclusive stay at the resort for the employee and one guest; the employee is responsible for airfare

+ 5 Year Sabbatical

- + 10 day paid sabbatical





OTHER BENEFITS

+ **Wedding Week**

- + Enjoy an additional 5 days off before or after your wedding

+ **Home Sweet Home**

- + After 2 years of employment, Spreetail will support your purchase of a home with \$5,000 bonus

