

IONOS

BENEFIT HIGHLIGHTS

- Relaxed casual dress code
- Free coffee, tea, and beverage vending machine, with water and juice
- Free fruit weekly
- Company hosted events
- Hybrid work environment

TIME OFF

- **Vacation time**
Accrue at 12 days/year first year
(Prorated, Eligibility Begins after 60 days of employment and increases 1 day per year to max of 20 days)
- **Sick leave**
6 days/year
(Available beginning of year)
- **Holidays**
IONOS observes 10 paid holidays per year
(Eligibility begins immediately for Company Observed Holidays)
- **Floating holidays**
6 days/year
(Prorated, Eligibility Begins after 60 days of employment)

PAYCHECKS

Semi-monthly: twice a month paid on 15th and last day of month

401K PLAN

- Company matches 50% up to 6% of your salary that you contribute (maximum of 3.5% subject to full plan details and IRS guidelines) Eligible to enroll first of the calendar month after 2 months of employment. Increase and decrease contributions online.

HEALTH & WELFARE BENEFITS

- Medical & Rx: Cigna HRA & HSA options with company contribution towards deductible
- Dental: 2 Choices through Delta Dental
 1. Delta Dental PPO Plan
 2. Delta Care USA DMO Plan
- Voluntary Vision: Covers Vision Benefits of America's network providers and standard frames and lenses at 100%; annual eye exam.

Eligibility: First of the month after 60 days of employment

LIFE & DISABILITY

- **Basic Life/AD&D** – company paid
Flat \$50,000
- **Short Term Disability** – company paid
- **Long Term Disability** – company paid
- **Voluntary Life and AD&D**
You can purchase additional Life and AD&D for you, your spouse, and children at lower group rates

FLEXIBLE SPENDING ACCOUNTS

- **Healthcare Spending Account**
Both traditional and Limited Purpose available, maximum employee contribution \$3,050/year
- **Dependent Care Spending Account**
Maximum employee contribution \$5,000/year
- **Commuter Spending Account**
Company matches up to \$70 of employee pre-tax contributions

ADVOCACY PROGRAMS

- **Health Advocate**
A personal Health Advocate representative is available 24/7 to help you and your extended family with a full range of healthcare and insurance related issues to save you time, money, and worry
- **Employee Assistance Program**
24/7 Licensed Counselors for you and your extended family, to listen and help you define a problem clearly, assess the type of help needed, and either provide the required help or make the most appropriate and cost effective referral

TUITION REIMBURSEMENT

- Available for approved curriculums related to employment. Eligible after 6 months of service
- Max \$5,250 / year

WELLNESS REWARDS PROGRAM

Wellness activities to promote overall wellbeing with potential to win prizes