







## ElementX Benefits Summary 2024

Benefit	Carrier Information	Details
Medical, and Rx		<ul style="list-style-type: none"> <li>- Company covers 100% of the cost for the employee and 90% of the cost for the dependents</li> </ul>
Dental, Vision		<ul style="list-style-type: none"> <li>- Low copays, no deductible</li> </ul>
Basic Life Insurance		<ul style="list-style-type: none"> <li>- 2x of associate salary up to \$200k</li> <li>- Company covers the cost</li> </ul>
Short Term Disability		<ul style="list-style-type: none"> <li>- 60% of pre-disability earnings up to \$1500 weekly</li> <li>- Company covers the cost</li> </ul>
Long Term Disability		<ul style="list-style-type: none"> <li>- 60% of pre-disability earnings up to \$7500 monthly</li> <li>- Company covers the cost</li> </ul>
Simplified Employee Pension (SEP) IRA	Self-Managed	<ul style="list-style-type: none"> <li>- Company annually contributes up to 25% of Employee gross income up to maximum of \$57,000 for 2020.</li> <li>- No Match Required, Vested immediately</li> </ul>
Time Off	220 hours	<ul style="list-style-type: none"> <li>- Flexible work days and vacation management</li> <li>- Includes Federal and State holidays and sick leave</li> </ul>
Work-Life Balance		<ul style="list-style-type: none"> <li>- Salaried employee, paid once monthly</li> <li>- Flexible work schedule</li> <li>- Ability to flex hours across weeks/months</li> </ul>
Matching Gift Policy	Up to \$500/Employee	<ul style="list-style-type: none"> <li>- Company matches up to \$500 of employee contributions to qualifying charities</li> </ul>
Continuing Education	Any accredited institution	<ul style="list-style-type: none"> <li>- Company contributes up to \$5000 annually</li> </ul>
Employee Referral Bonus		<ul style="list-style-type: none"> <li>- Bonus varies based on clearance, skillset need, placement</li> </ul>
Extra Benefits		<ul style="list-style-type: none"> <li>- Eligible for annual bonuses</li> <li>- Monetary awards for customer recognition</li> <li>- Jury Duty Pay / Bereavement leave</li> </ul>