



# The benefits of working at Parametrix

As a 100% employee-owned company, each and every employee is considered and treated as an equal owner on their first day with the firm. What this means is that we all have a shared stake in the company and enjoy the benefits of ownership. We offer all eligible full-time employee-owners an excellent benefits package, industry competitive pay for performance and rewards, and owner benefits through our Employee Stock Ownership Plan.

## Health and Wellness

### MEDICAL, DENTAL, AND VISION COVERAGE

- Two plans to choose from: Preferred Provider Organization (PPO) plan or High Deductible Health Plan (HDHP) with Health Savings Account (HSA)
- Coverage begins the first day of the month following or coinciding with date of hire
- Benefits offered at 20+ hours
- Preferred provider network
- Paid Opt-out available

### VACATION ACCRUAL

- 10-day accrual for 0-2 years of service
- 15-day accrual for 3-8 years of service
- 20-day accrual for 9-14 years of service
- 25-day accrual for 15+ years of service
- Unused balance rolls from year to year
- May accrue to a maximum of 240 hours

### VACATION PAYOUT

- Cash out vacation (up to a maximum of 200 hours) once a year leaving a minimum of at least 40 hours in your account

### VACATION DONATION PROGRAM

- Provides employee-owners the option to transfer vacation to assist employee-owners who are experiencing financial hardship due to severe health condition or family emergency

### SICK/ WELLNESS TIME ACCRUAL

- 7-day accrual per year for regular full-time employee-owners
- May accrue sick/wellness leave to a maximum of 360 hours for 0-9 years of service and 520 hours for 10+ years of service

### HOLIDAYS

- Parametrix provides 9 paid holidays—New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, Floating Holiday (employee-owner discretion w/supervisor approval)

### ONLINE WELLNESS PROGRAM

- Personalized web-based health and wellness program with rewards for participation
- Encompasses the health of the whole individual – mind, body, and soul

### SHORT- AND LONG-TERM DISABILITY

- Parametrix provides paid short-term and long-term disability benefits

### LIFE INSURANCE AND ACCIDENTAL DEATH AND DISMEMBERMENT

- Parametrix pays 100% of premium for life insurance and accidental death and/or dismemberment
- Benefit is 1X annual base salary to a max of \$100,000 for life insurance and 1X annual base salary to a max of \$100,000 for accidental death and/or dismemberment

### SUPPLEMENTAL BENEFIT PROGRAMS

- Voluntary supplemental insurance options are available to employee-owners including supplemental group term life insurance, group accident insurance, long-term care insurance, flexible spending accounts for medical and dependent care.



## Financial Preparedness

### COMPETITIVE MARKET COMPENSATION

- Parametrix offers an industry-competitive package with details shared and discussed in the early stages of candidate conversations. Our compensation includes a connectivity allowance to support quality connection and functional at-home workspace.

### EDUCATION ASSISTANCE

- Pays up to \$2,500 for tuition/books per year w/passing grades

### RECOGNITION AND PERFORMANCE BONUS PROGRAM

- Individual Quarterly and Annual Performance Bonuses
- Special Awards for teams and groups
- Core Value Awards

### EMPLOYEE REFERRAL PROGRAM

- Rewards those who help add to our employee-owner team by referring part-time or full-time employee-owners
- Referral bonus ranges from \$1,000 to \$3,000 based on level hired

### EMPLOYEE STOCK OWNERSHIP PROGRAM (ESOP) – WE ARE 100% EMPLOYEE-OWNED

- Significant profit sharing with employees based on financial success of the firm
- Employee-owners are eligible from date of hire
- ESOP eligible employee-owners receive allocations calculated as a percentage of their eligible salary
- ESOP program utilizes a 6-year vesting schedule:
  - 1 year = 0%, 2 years = 20%
  - 3 years = 40%, 4 years = 60%
  - 5 years = 80%, 6 years = 100%
- ESOP allocations are varied based on the firm's financial performance

### 401(K) PLAN

- Automatic enrollment for new employee-owners
- No employer match at this time
- Optional Roth 401(k) plan available

## Work/Life Blend

### FLEXIBLE SCHEDULES AND WORK ARRANGEMENTS

- Flexible work hours
- Reduced hours available
- Work from home or off-site location
- Firm-paid technology and connectivity allowance
- Available on a case-by-case basis

### EMPLOYEE ASSISTANCE PROGRAM

- Confidential counseling assessment and referral service for employee-owners and dependents, available 24 hours a day, 7 days a week

