



## Consultant Benefits Overview

**BENEFITS ELIGIBILITY:** All full-time employees are eligible for benefits. If elected, insurances begin the first of the month following 90 days of employment. The Consultis 401(k) plan has quarterly enrollments following 12 months and 1,000 hours of employment.

**MEDICAL INSURANCE:** Choice of PPO or Health Savings Account-based medical plans. Consultis subsidizes the cost of employee-only coverage and employees can cover dependents via pre-tax payroll deductions. Note: This coverage may not be available in all offices. Check with your local representative for details.

**401(k) SAVINGS PLAN:** Employees may contribute up to 50% of their annual earnings on a tax-deferred basis (subject to IRS limits). Consultis matches \$.50 on the dollar for the first 6% of employee contributions. The match vests over 5 years or 20% per year of service.

**PAID HOLIDAYS: (after 180 days of full-time employment):** New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. Late shifts on Christmas and New Year's Eve may also qualify.

**VACATION:** You are entitled to one week of vacation after accumulating 2,080 hours worked. Consultants must be employed in good standing to receive vacation pay when due.

**REFERRAL BONUS:** By referring an I.T. professional you may be eligible to receive a bonus as determined by position and location. Contact your local office for details.

**DIRECT DEPOSIT:** All employees are immediately eligible for payroll direct deposit.