



# Consultis IT Employment Benefits

## Providing More Than IT Employment

As valued team members, Consultis is proud to offer an attractive IT employment benefits package to our consultants. Below is a summary of IT employment benefits and eligibility requirements.

### **IT Employment Benefits Eligibility:**

All full-time employees are eligible for IT employment benefits. If elected, insurance coverage begins the first of the month following 60 days of employment. The Consultis 401(k) plan has quarterly enrollments following 12 months and 1,000 hours of IT employment.

### **Medical/Prescription Insurance:**

Consultis subsidizes the cost of employee-only coverage and employees can cover dependents via pre-tax payroll deductions.

### **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 first 1% of an employee contribution, and then 50% of the next 5% of employee contributions, for a maximum company match of 3.5%. Employees are 100% vested after two years of service.

### **Paid Holidays:**

After 180 days of full-time IT employment, consultants qualify for the following paid holidays: 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.

### **Referral Bonus:**

By referring an IT professional you may be eligible to receive a bonus. Contact your local office for details.

### **Direct Deposit:**

All employees are immediately eligible for payroll direct deposit.