



EMPLOYEE BENEFITS

WAVESTRIKE VALUES EACH EMPLOYEE AND BELIEVES THAT IN ORDER TO ATTRACT AND RETAIN THE BEST AND BRIGHTEST ENGINEERS, PROVIDING THEM WITH THE HIGHEST QUALITY BENEFITS PACKAGE AVAILABLE IS JUST ONE WAY TO GIVE BACK TO THE ENGINEERS THAT WORK FOR US. WE PROMOTE A HEALTHY LIFESTYLE AND OFFER A COMPETITIVE BENEFITS PACKAGE THAT OFFERS FLEXIBILITY AND INCENTIVES TO MAINTAIN THE BEST QUALITY OF LIFE FOR EACH INDIVIDUAL AND THEIR FAMILIES.

PAID TIME OFF (PTO) – 5 WEEKS/YEAR

WAVESTRIKE OFFERS A GENEROUS LEAVE PROGRAM, WHERE EMPLOYEES EARN UP TO FIVE WEEKS (25 DAYS) OF PTO PER YEAR. PTO COMBINES ALL LEAVE (VACATION, PERSONAL TIME, AND SICK LEAVE) INTO ONE CATEGORY THAT CAN BE USED AT THE EMPLOYEE'S DISCRETION. WAVESTRIKE ALSO ALLOWS TWO EMERGENCY DAYS A YEAR IN THE CASE OF EXTREME CIRCUMSTANCES SUCH AS HAZARDOUS WEATHER.

HOLIDAYS – 10 DAYS/YEAR

WAVESTRIKE EMPLOYEES RECEIVE 10 PAID HOLIDAYS ANNUALLY (6 SCHEDULED HOLIDAYS AND 4 FLOATING HOLIDAYS).

BIRTHDAY

WAVESTRIKE GIVES EMPLOYEES THEIR BIRTHDAY OFF WITH PAY.

TRAINING

EMPLOYEES ARE ENCOURAGED TO CONTINUE THEIR EDUCATION THROUGH A TRAINING BUDGET THAT CAN BE USED FOR TRAINING, CONFERENCES, OR EDUCATIONAL ASSISTANCE. LABOR HOURS ARE ALSO COVERED FOR TRAINING.

401(K) RETIREMENT PLAN

WAVESTRIKE'S 401(K) RETIREMENT PLAN CONSISTS OF AN EMPLOYER CONTRIBUTION OF 10% OF THE EMPLOYEE'S SALARY THAT IS IMMEDIATELY VESTED.

MEDICAL, DENTAL, PRESCRIPTION AND VISION INSURANCE

WAVESTRIKE OFFERS EMPLOYEES EXCEPTIONAL HEALTH CARE PLANS PROVIDED BY CAREFIRST BLUECROSS BLUESHIELD.

SHORT AND LONG-TERM DISABILITY INSURANCE

WAVESTRIKE PROVIDES SHORT AND LONG-TERM DISABILITY INSURANCE AT NO EXPENSE TO THE EMPLOYEE.

LIFE INSURANCE

WAVESTRIKE PROVIDES LIFE INSURANCE AT 1X SALARY, UP TO \$50,000. EMPLOYEES ALSO HAVE THE OPTION TO PURCHASE ADDITIONAL VOLUNTARY LIFE INSURANCE.

PARENTAL LEAVE

WAVESTRIKE RECOGNIZES THE NEED FOR PARENTS TO HAVE TIME AWAY FROM WORK FOLLOWING THE ARRIVAL OF A NEWBORN, ADOPTED OR SURROGATE CHILD. THE EMPLOYEE IS GRANTED 5 DAYS OF LEAVE THAT CAN BE TAKEN WITHIN THE FIRST MONTH OF THE ARRIVAL OF THE CHILD.

PERFORMANCE SHARING BONUS

WAVESTRIKE WILL PAY ANNUAL BONUSES BASED ON COMPANY GOALS AND EMPLOYEE PERFORMANCE.

EMPLOYEE REFERRAL BONUS PROGRAM

WAVESTRIKE'S EMPLOYEE REFERRAL BONUS PROGRAM IS DESIGNED TO REWARD EMPLOYEES FOR REFERRING HIGHLY QUALIFIED CANDIDATES WHO ARE SUBSEQUENTLY HIRED. EMPLOYEES WHO REFER A CANDIDATE THAT IS HIRED AS A FULL-TIME EMPLOYEE WILL RECEIVE \$10,000. THE EMPLOYEE WILL RECEIVE HALF OF THE BONUS (\$5000) AFTER THE CANDIDATE HAS WORKED SIX MONTHS AND THE OTHER HALF AFTER THE CANDIDATE HAS WORKED FOR ONE YEAR.