



ORASES

2021 BENEFITS

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Our comprehensive benefits package has been designed to make your lives easier and more fulfilling while making sure the important things are always taken care of. We organize our benefit offering into four areas:



Personal Health

- Care Insurance
- Disability Insurance
- Life Insurance
- Wellness



Financial Health

- Bonuses
- Referral Bonuses
- Retirement Planning
- Financial Advice



Life Balance

- Holidays
- PTO
- Paid Leave Options
- Flexible Work



Lifestyle

- Training
- Phone
- Legal
- Drive



PERSONAL HEALTH



Care Insurance

- Three health insurance options
- Carefirst Dental
- Vision



Disability & Life Insurance

- Orases pays 100% of Short Term and Long Term Disability
- Orases pays 100% Life Insurance (\$25,000)
- Beneficiaries named on health form



Wellness

- Newsletters with tips for overall physical and mental wellness
- Fitness challenges and contests
- Ergonomically designed desks and office
- Meditation/Wellness room
- Air scrubbers for improved air quality
- \$30 / month towards gym membership *
- Healthy snacks stocked in our kitchen
- When your day runs long, don't skip a meal, dinner is on us
- Fun Squad - laughter **IS** the best medicine
- Anyone can apply to join the wellness or fun squads. If you would like to get involved, let your manager know!

**Subject to Approval*



FINANCIAL HEALTH

Bonuses

- All full-time, non-sales team members are eligible for end of year bonus based on the company meeting revenue and profitability goals
- Goals are set in advance and shared with the entire Orases team
- Percentage of bonus is based on team members performance, adherence to the company values, and prorated based on time of hire during the year

\$ FINANCIAL HEALTH

Referral Bonuses

Candidates must give your name at the time of submittal.

If your referral comes in from a recruiter prior to you submitting, you will not qualify. You receive ½ of the payout after the 2nd successful week the candidate is employed and then the additional ½ after 30 days of successful employment.

Please do not refer a candidate unless you have vetted them and believe they will be a good fit for the role they have applied for.

WANTED

Sr Support Dev	\$4k
Mid/Sr DPM	\$2k
Marketing	\$2k
Full Stack Dev	\$3k



Retirement Planning

- Your contributions can begin first of the month after date of hire
- Employer match begins first of the month after six months of employment
- Immediately vested
- Employer match is as follows:
 - **100% match for the first 1, 2, and 3%**
 - **½ match for 4th and 5%, equaling 4% match for every 5% you contribute. That is a lot of FREE money**
- Pre-tax and post tax options to tailor your retirement needs



LIFE BALANCE



Holidays!

How about 8?

- Presidents Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day After Thanksgiving Day
- Christmas
- New Year's Day

In addition to the 8 paid holidays off, Orases offers team members the week between Christmas and New Years PAID OFF so that you can be with your loved ones.

This is in addition to your regular PTO!



Paid Time Off

- 3 Weeks Paid time off available from first day of employment
- Team members can roll over up to 40 hours a year
- Prorated based upon date of hire
- Requests for PTO made through Bamboo and are subject to approval based on business needs

Note: If a team member uses PTO and then leaves prior to working for the company for a year, Orases reserves the right to deduct the PTO from the team members final paycheck. Orases does not pay out unused PTO at time of termination of employment



Paid Leave Options

- Maternity (Regular Delivery):
 - **6 weeks paid via short-term disability which covers 60% of pay**
 - **Orases will augment S/T disability for 6 weeks to cover remaining 40% of pay**
 - **2 weeks of additional maternity leave covered at 100%**
- Maternity (C-Section)
 - **8 weeks paid via short-term disability which covers 60% of pay**
 - **Orases will augment S/T disability for 8 weeks to cover remaining 40% of pay**
 - **1 week of additional maternity leave covered at 100%**
- Paternity: 2 weeks of 100% paid paternity leave



LIFESTYLE



Training & Development

- Training reimbursement is eligible from day of hire
- Subject to business approval
- Must be relevant to your current role or desired future role within Orases
- Requests must be made in advance and approved by Supervisor
- May require presenting what was learned to department or company
- If a team member leaves employment within one year of tuition assistance, Orases reserves the right to deduct from Team Members final paycheck
- Training can be in form of classes, conferences, webinars, etc.
- Discounted education through Tech Frederick
- Online training and in person trainings at Orases

Let your Supervisor know how you want to grow!



Rocket Lawyer

- **Legal Documents Library:** Employees can access Rocket Lawyer's online legal document library (e.g. Trust, Power of Attorney, Lease, Child Care Authorization Form).
- **Attorney Q&A:** Employees can submit legal questions on Rocket Lawyer's legal platform and receive answers back from an attorney in about a day.
- **Attorney Phone Consultations:** Employees will receive free 30 minute phone consultations with a Rocket Lawyer attorney, on every new legal matter.
- **Attorney Discounts:** Employees will receive a 40% discount off the attorney's hourly billing rate, after the 30 minute free consult.

Get Started at: go.rocketlawyer.com/orases



Mobile Phone

- As a team member you receive a 15% discount with AT&T just by telling them you work for Orases.
- You can join the Orases plan and get mobile services for only \$30 per month
- If you are in a qualifying role, (Sales, Tech sales, PMs) we pick up the tab if you join our plan
- If you are in a qualifying role and want to keep your own service provider, we will provide a \$30 a month “mobility credit” payment each month



Drive!

- Use of company truck for whatever you need to get done
- Up to 24 hour “usage” periods
- Must be in the State of Maryland unless authorized in advance
- Team members must sign a vehicle agreement document prior to taking



Thank you for your time

Version 1.1

OUR BEST BENEFIT IS OUR PEOPLE; WELCOME TO THE TEAM!



ORASES

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