

## HIGHLIGHTS

- Relaxed Casual Dress Code
- Free Coffee, Tea, Soda, and Juice
- Free Fruit
- Company hosted events

## TIME OFF

- **Vacation Time**  
**96 hours/year**  
(Prorated, Eligibility Begins after 60 days of employment)
- **Sick Time**  
**48 hours/year**  
(Prorated, Eligibility Begins after 60 days of employment)
- **Jury Duty**  
(Prorated, Eligibility Begins after 60 days of employment)
- **Bereavement Leave**  
(Prorated, Eligibility Begins after 60 days of employment)
- **Holidays**  
**1&1 observes 10/8 hour holidays per year**  
(Eligibility begins immediately for Company Observed Holidays)
- **Floating Holidays**  
**48 hours/year**  
(Prorated, Eligibility Begins after 60 days of employment)

## PAYCHECKS

Semi-monthly – 2 times each month

Pay Cycle Starts	Pay Cycle Ends	Pay Date*
23rd	7th	15th
8th	22nd	30th (28th or 29th Feb)

\*If pay date falls on weekend – Friday is payday; if pay date falls on Monday – Monday is payday. Pay periods may have 72, 80, 88 or 96 hours in them.

## 401K PLAN

- Company matches 50% up to 6% of your salary (maximum of 3%). Eligible to enroll after 6 months of employment. Increase and decrease contributions online.

## TUITION REIMBURSEMENT

Available for approved courses related to employment.

## HEALTH & WELFARE BENEFITS

- **Medical: 4 Choices through UnitedHealthcare**
  1. HDHP with HSA
  2. EPO with No Deductible
  3. EPO with Deductible
  4. PPO

Prescription Drug Coverage (RX) plan is included with all 4 medical plans offered.

1&1 offers Quarterly Wellness Events for employees enrolled in 1&1's UnitedHealthcare medical plans. By participating in the Rally Wellness program, you can earn up to \$200 in gift cards; once this has been achieved 1&1 will match and double this with an additional \$400 paid through payroll. Please note all applicable state and federal deductions will apply.

- **Dental: 2 Choices through Delta Dental**
  1. Delta Dental PPO Plan
  2. Delta Care USA DMO Plan

- **Voluntary Vision:**  
Covers Vision Benefits of America's network providers and standard frames and lenses at 100%

## METLIFE INSURANCES

- **Basic Life/AD&D**  
Flat \$50,000
- **Short Term Disability**
- **Long Term Disability**
- **Voluntary Life and AD&D**  
You can purchase additional Life and AD&D for you, your spouse, and children at lower group rates.

## FLEXIBLE SPENDING ACCOUNTS

- **Medical Spending Account**  
Both traditional and Limited Purpose available, maximum employee contribution \$2,650/year
- **Dependent Care Spending Account**  
Maximum employee contribution \$5,000/year

## ADVOCACY PROGRAMS

- **Health Advocate**  
A personal Health Advocate representative is available 24/7 to help you, your spouse, your dependent children, parents, and parents-in-law with a full range of healthcare and insurance related issues to save you time, money, and worry.
- **Employee Assistance Program**  
24/7 Licensed Counselors for you, your spouse, your dependent children, parents, and parents-in-law to listen and help you define a problem clearly, assess the type of help needed, and either provide the required help or make the most appropriate and cost effective referral for you.