

2023 Consultant Benefit Package

- **Healthcare*** -- SelectHealth HSA Plan
 - Preventive Care 100% covered
 - STG Premium and HSA Contributions
 - **Medefy** - Medical concierge app & Telemedicine
 - **Dental*** - Equitable
 - **Vision** - Equitable VSP
 - **Flexible Spending Accounts** (limited & childcare)
 - **Voluntary Benefits**
 - Voluntary Life (up to \$300K for Employee)
 - Accident
 - Critical Illness
 - Hospital Indemnity
 - ID protection
 - Short term and Long term Insurance
 - Spot Pet Insurance - Group Discount
 - **Life AD&D Insurance coverage**
 - STG provides 1x salary (employee paid option for more)
 - Basic Dependent Coverage – STG paid
 - Optional Supplemental – Guaranteed Issue as a New Hire
 - **401k – no waiting period**
 - STG match (50% of employee salary deferrals up to 6% of Plan Compensation
 - 5 year vesting (20% per year) for STG match
 - **Employee Assistance Program (EAP)**
 - 100% Employer Paid - Teletherapy - Life Coaching
 - Unlimited Appointments - 24/7 access
 - **Fitness Competition Reimbursement**
- **Professional Development**
 - STG CDP Program
 - STG Sponsored Training
 - STG Technical Library
 - Certification Reimbursement & Bonus (100% reimbursement for pre-approved certifications & \$150 Bonus for passing)
 - **Client Referral** (\$1,000 for prospective clients)
 - **Project Referral** (\$1,000 for new projects)
 - **Consultant Candidate Referral** (\$1,000 for new hires)
 - **Office Referral** (\$500 for office staff hires)
 - **Brown Bags**
 - **Lunch-n-Learn**
 - **Town Halls**
 - **Slack Access**
 - **Plural Sight Access**
 - **Annual STG Anniversary Award**
 - \$100 for each year of employment
 - **Assistance with Public Transportation** (where applicable) (partial reimbursement) & Mileage Reimbursement
 - **Company Sponsored Activities**
 - Parties: Holiday, Summer, and Fall Activity
 - Company Incentives
 - **STG Billable-Extra Hours Award Club** (w/cash bonus)
 - **Eligible for Annual STG Vacation Giveaway** (Cancun, Paris, etc.)
 - **Laptop Reimbursement Option**

* Coverage begins the 1st day of the month following employment; STG covers 75% of the premium (and contributes to employee's HSA)

SelectHealth SelectMed+ HealthSave

HSA Plan	Employee Premium	STG Contribution to HSA
Single:	\$54.98 per check	\$76.00 per check
Two-Party:	\$118.19 per check	\$146.00 per check
Family:	\$195.55 per check	\$164.50 per check

Equitable Dental

Employee Premium	Dental Low Plan	Dental High Plan
Single:	\$3.24 per check	\$7.86 per check
Two-Party:	\$6.81 per check	\$16.19 per check
Family:	\$13.70 per check	\$32.57 per check

Additional Benefits of Salaried Employees

- Paid Personal Time off (PTO):
 - Less than 3 years – 13 days per year
 - After 3 years – 18 days per year
 - After 5 years – 19 days per year
 - After 6 years – 20 days per year
 - After 7 years – 21 days per year
 - After 8 years – 22 days per year
 - After 9 years – 23 days per year
- 6 paid Holidays with additional 3 paid Floating holidays per year
- Paid Overtime (straight-time) or option to bank towards Personal Time Off (PTO)
- PTO Buy-back (STG will buy Personal Time Off)
- Paid Dev Center Policy (STG retains talent)