

BENEFITS SUMMARY



Paid Holidays – 8 Holidays

New Year's Day
Memorial Day
4th of July
Labor Day
Thanksgiving Day
Day after Thanksgiving Day
Christmas Day
1 Day Company Designated

Paid Time Off

48 hours for personal business that cannot be accommodated at any other juncture of time;
prorated from date of hire

Vacation – accrues on a per pay period basis

2 weeks – Years 1-3
3 weeks – Years 4-10
4 weeks – Years 10+

Health Insurance

Effective 1st of month following date of hire

HSA – Health Savings Account

Oracular contributes \$1,500 annually for each employee (\$125/mo.)

Short & Long Term Disability Insurance

Begins immediately
Benefit is 60% of salary with a maximum of \$1000 per week
Oracular pays 100% of Premiums

Life Insurance

Oracular pays 100% of Premium
Equal to one year's annual salary (maximum \$100,000)

Optional Insurance (employee paid)

Dental
Vision

401(k)

Eligible the 1st of the month after 3 months of continuous employment
Discretionary contribution of 20% up to 5% of your 401K contribution
100% Vested after 5 year

Section 125 Limited Flexible Spending Account

Cafeteria plan for child care and medical expenses

Education Reimbursement

Up to \$5000 per year