



FishEye Software

Overview of Colleague Benefits

Revised January 24, 2017

Benefit	Description	Eligibility
Direct Deposit	Salary employees – Issued bi-weekly	Valid Checking Account
401K Pension Plan	3% Qualified Matching of Employee’s contribution A discretionary profit sharing contribution can also be made based on the Firm’s financial performance	1 st month following employment date
Health Plan*	Blue Cross Blue Shield HMO Blue Prescription coverage Vision coverage with discounts on lenses and frames Fitness Benefit: \$150 rebate with payment receipt(s) of health club membership after 4 months	1 st month following employment date
Dental Plan	Delta Dental Premier Plan	1 st month following employment date
Life Insurance/AD&D	Equal to 1 year salary, with a maximum coverage of \$150,000	1 st month following employment date
Short-Term Disability	Begins on day 1 if disability is due to injury or after 8 days if disability is due to illness, for a maximum duration of 13 weeks	1 st month following employment date
Long-Term Disability	Begins 13 weeks after disability to maximum of Social Security retirement age	1 st month following employment date
Fitness Benefit	\$360 reimbursement for eligible fitness club membership	6 th month following employment date
Flexible Spending Plan	Allows participants to use pre-tax dollars for eligible health care expenses not covered by insurance	Upon first compensation period/annual open enrollment
Vacation	Vacation Accrued 2 weeks per year	Leave is pro-rated and accrued monthly
Personal Time Off	Paid Time Off Accrued 4 hours monthly- no carry-over	
Holidays	12 Holidays per year	
Tuition Reimbursement	Reimbursement after course completion with a grade B or better with prior approval, with a \$4000 yearly cap (max \$2000/semester) Textbook reimbursement	Eligible to obtain course approval after 1 year of employment and while remaining employed for 12 months upon course completion
Golf Balls/Tees	Virtually unlimited golf balls/tees	Upon employment date Golf skills must provide the ability to spread the company logo ball around multiple golf courses

*Health Insurance Family plans are covered 85% by employer with 15% pre-tax salary reduction.

All other benefits are currently 100% covered by Fisheye.