

## Company Benefits

At Advanced Time, we believe that we're at our best at work when we're at our best as people. Because of that our benefits aren't merely benefits. They're a reflection of our core company values of team, positivity, pride, customer, and integrity come to life. Every item on this list is intended to empower you and your family to develop and transform.



### 1. A Perfect Hybrid: In Person & Remote Work

We've created an intentional culture that promotes productivity, collaboration, and fun at work. In our experience, people are the happiest and most productive when they have the option to do deep, uninterrupted work at home and have a sense of connection from in-person collaboration at our office.



### 2. PTO

We expect our team members to deliver exceptional results. We know high-performing teams excel when they are healthy and well-rested. We encourage our employees to take time off for rest, relaxation and personal pursuits. After 90 days, full-time employees are eligible for paid time off. Simply submit your request for PTO to your supervisor, make sure your responsibilities are covered, and have a great time away!



### 3. Health Care Coverage

Healthy employees are happy employees, so we cover 100% of your monthly health care premium for your medical health care coverage, saving our employees thousands of dollars every year. Dental, vision, and accident plans are also available at minimum cost for employees.



### 4. Professional Development

What skills do you need to become better at your job? Every department is granted a generous professional development budget. Work together with your team leader to pinpoint what skills you want to develop, and then we'll help you equip yourself with the tools you need to be successful.

## 5. Paid Parental Leave



We celebrate strong families and present parents. We go above and beyond FMLA requirements to provide twelve (12) weeks of paid maternity leave and six (6) weeks of paid paternity leave for eligible employees. This enables both biological and adoptive parents to bond with the new additions to their family without trying to come back to work before they're ready.

## 6. 401(k)



We know our greatest asset is our team. Eligible full-time employees can enroll in our 401(k) plan to continue or begin saving for their future. We believe in providing our team with the tools to achieve success in all their life domains, including their finances.

## 7. PTO for Community Service



We celebrate community involvement and making the world a better place. We encourage our team to take up to 2 days per year of paid time off for community service activities of their choosing. This is totally optional, but something we celebrate and encourage.

## 8. Holidays



We observe the following holidays to provide time for our employees to spend with family and friends, and to have time for rest and rejuvenation:  
New Year's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving, Friday after Thanksgiving, and Christmas Day.

## 9. Employee Recognition Program



We value the unique skills and contributions our employees bring to our team, and we want to celebrate them. Our points-based system rewards achievements, new behaviors, anniversaries, birthdays and other milestones. Points are given a dollar value and can be used to purchase gift cards.