



## Benefits Summary

Network Infrastructure Corporation™ offers a highly competitive array of benefits, with a range of flexible choices to meet our employees' unique needs. Following is a summary of benefits provided by NIC to all eligible employees.

- Health Insurance for you and your family – *NIC has a reduced premium Group Health Insurance (Blue Cross/Blue Shield PPO Plan) where NIC pays 99% of the health insurance premiums for employees and 50% of premium coverage for employees' eligible dependents. Salaried employees eligible for medical benefits first of the month following start date. Hourly employees eligible after 90 day Introductory Period.*
- PTO – *for vacations, holidays, personal days, sick days. Paid time off is accrued each pay period on a prorated basis. Start earning PTO your first day of hire – earn 10 days your first year! Start enjoying your PTO after just 90 days!*
- Life Insurance- *Group Term Life Insurance and AD&D - \$50,000 for all employees.*
- Voluntary Group Life Insurance. *You have the opportunity to purchase additional term life insurance at reduced premiums. Spouse and dependent coverage also available.*
- Vision Plans available at affordable rates.
- Group Dental Insurance available at affordable rates.
- Long Term Disability Insurance - *you have ability to purchase long term disability income insurance at group rates.*
- Short Term Disability Insurance – *you have ability to purchase short term disability income insurance at group rates.*
- Flexible Spending Account –*use pre-tax dollars for qualified medical and child-care expenses including premiums, co-pays, DAY-CARE, etc. You can elect a certain amount each month and save on taxes, plus have funds available when you need them.*
- 401K profit sharing plan – *to provide eligible employees with a monthly benefit upon retirement. NIC matches 25% of the first 6% of employee salary that is contributed after one year of service.*
- Flexible work schedule - *we work with you to meet your family's needs.*
- Direct Deposit - *Your paycheck may be directly deposited into your checking or savings account with flexibility between the two accounts.*
- Career Development – *We want you to grow with us! Financial assistance is available for courses, seminars, training attended that relate to NIC's objectives.*
- Certifications, Registrations, Licensure – *paid training may be available for expenses related to company or employee elected professional certifications/registrations.*
- Casual dress code.
- Work from home – *telecommuting options available.*
- Fun environment – *Employee award programs and recognition programs.*
- Employee referral recruitment bonus program.
- Enjoy the extra perks: *discount tickets to amusement parks, water parks, sporting events and more!*