



BRAINTRUST

Benefits Summary

Excellent Compensation:

- Highest salaries in the sector.
- BrainTrust will contribute an additional 10% of your gross salary directly into a 401k Plan that is provided through Fidelity. No employee matching is required to get the 10% employer contribution. Contributions are immediately 100% vested each pay period.
- BrainTrust provides \$300 annual expense account for business development activities (lunches, team sponsorship, etc.).

Engaged Company Culture:

- BrainTrust regularly hosts events to bring our employees together. Some examples: Hospitality Tents at Ravens games, Miller Light Flight Deck at Orioles games, company hosted happy hours, annual family picnics, cruises, ski trips (Breckenridge, Park City), brewery tours, curling, Autobahn Speedway, annual holiday party at the Four Seasons, and many more...

Great Benefits:

- BrainTrust supports continuing education and career development. Reimbursement is provided for course fees, books, certifications, and professional memberships with prior management approval.
- BrainTrust contributes 10% into employee 401k plans, immediate vesting, no matching required.
- Employees can deposit pre-tax funds into a Traditional or Roth 401K account through Fidelity.
- Health and Prescription coverage are provided through United Healthcare. Choose from Choice Plus PPO or HSA plans. BrainTrust covers 50% of the premiums.
- BrainTrust contributes \$720 to HSA accounts which can be carried over from year to year and can be used to purchase health care (co-pays, medicine, etc.) as well as health related products.
- Dental and Vision (VSP) plans through Guardian Insurance. BrainTrust covers 50% of premiums. Optional Life Insurance benefit available.
- BrainTrust pays 100% of premiums for Short-Term and Long-Term disability insurance.
- Complimentary financial advisory services provided by Wells Fargo Advisors.
- \$3,000 per employee referral bonus. \$500 external referral bonus.

Flexible Schedule:

- Flexible work hours - time can be flexed as much as needed. No limits on vacation time.
- Get paid for extra work on an hourly basis. Work as much as you like – make more \$\$\$.
- BrainTrust pays its employees for every hour worked. We estimate an annual amount based upon an 1880-hour year, which is 5 weeks off for vacation, sick time, and holidays.
- Overhead provided for mandatory meetings, proposal support, and support of other corporate activities. (We don't expect you to work for free.)