



BRAINTRUST

Benefits Summary

Excellent Compensation:

- Highest salaries in the sector.
- BrainTrust will contribute an additional 10% of 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, every pay period.
- BrainTrust provides a \$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 Tent at a Ravens game, Miller Lite Flight Deck at Orioles games, company hosted happy hours, annual family picnic, harbor cruise, ski trip (Park City and Breckenridge), brewery tour, curling, Autobahn Speedway, annual holiday party at the Four Seasons Hotel, 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's 401k plan and employees can deposit pre-tax funds (up to the IRS limit) into a Traditional or Roth 401K account through Fidelity.
- Medical and Prescription coverage is through CareFirst. Choose between Blue Choice Advantage, Blue Choice Advantage HSA and Blue Choice HMO OA HSA plans. BrainTrust covers 70% of the premiums.
- BrainTrust contributes \$720 annually to HSA accounts which can be carried over from year to year. The funds can be used to pay for various qualified medical, dental, and vision expenses.
- Dental and Vision (VSP) plans are through Guardian Insurance. BrainTrust pays 70% of premiums. Optional Voluntary Life Insurance benefit is also available from Guardian.
- BrainTrust offers Flexible Spending Accounts (FSA) for Medical, Combination, and Dependent care through Discovery Benefits.
- BrainTrust pays 100% of premiums for Short-Term and Long-Term disability insurance through Lincoln Financial Group.
- \$5,000 per employee referral bonus. \$500 external referral bonus.
- Adoption benefit up to \$5,000 per employee.
- BrainTrust currently offers a \$3,000 per year cash in lieu of benefits provision for employees who waive the offer of the group medical/Rx coverage.

Flexible Schedule:

- Flexible work hours, so time can be flexed as much as needed.
- Get paid for extra work on an hourly basis. Work as much as you like – make more \$\$\$.
- Ten (10) paid Holidays and an additional three (3) weeks of Paid Time Off (PTO) plus Flex Time.
- Overhead provided for mandatory meetings, proposal support, and support of other corporate activities. (We do not expect you to work for free.)