

Benefits at a Glance

Goal-Oriented Human Performance Technologies, LLC (DBA GoHPT) understands that the greatest resource we offer is a talented, professional, and committed employee; as such, *GoHPT* offers a comprehensive benefits package that's designed to meet the diverse needs of our employees and their families at every stage of their lives. As part of our employee-focused philosophy, GoHPT offers the following benefits to all full-time employees:

- Health Benefits
- Up to 15 days Paid Time Off
- Eleven Paid Holidays
- Educational Assistance Program
- Education and Certification Attainment Bonuses
- Recruitment Bonuses
- Adoption Assistance
- Safe Harbor 401(k)
- Basic Life Insurance
- Short Term Disability Insurance
- Long Term Disability Insurance

Health Benefits - *GoHPT* offers medical, dental, and vision benefits from the United Healthcare. GoHPT pays 100% of the dental and vision insurance, and offers health insurance with an employee contribution well below the national average.

Paid Time Off - Paid Time Off (PTO) is provided for the purpose of rest, relaxation and a planned interruption from the workplace or to attend to personal affairs without the loss of compensation. The PTO Program is an inclusive time off program intended for use in connection with vacations, short-term illnesses, personal business, family care, and other needs which may require time off from work. Every employee accrues paid time per pay period, up to 15 days per calendar year.

Ten Paid Holidays - *GoHPT* recognizes 11 paid federal holidays to include New Years Day, Martin Luther King, Jr., Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and Christmas Day.

Educational Assistance Program – *GoHPT's* training budget allows for employees to be reimbursed up to \$3,000 per year, on a funds-available basis. To be reimbursed for any course, a minimum grade of "B" must be obtained in all letter-graded courses and a mark of "Pass" must be obtained in all pass or fail courses.

Education & Certification Attainment Bonuses - Employees will be rewarded for their hard work. Attainment bonuses will be awarded when an employee earns an academic degree (AS, BS, MS, and MBA) or a work-related certification (Microsoft, Cisco, PMI, CISSP, etc.).

Recruitment Bonuses - Employees may earn recruitment bonuses if they refer a candidate not previously under consideration for employment, who is successfully hired by *GOHPT*.

Adoption Assistance – After one year as a member of the GoHPT Family, GoHPT will provide Adoption Assistance to those seeking to grow their family.

401(k) - GoHPT's 401(k) Plan will allow employees to shelter up to the maximum IRS defined allowable limit per year via salary deferrals. The Company will make a matching contribution of 100% of the employee's elective deferrals up to the first 4% of their compensation. Employees will be eligible for participation following a three month service requirement.

Group Life Insurance - *GoHPT* provides Group Life and Accidental Death and Dismemberment Insurance equal your annual salary, or \$50,000 (whichever is less), at no cost to the employee.

Short- and Long-Term Disability Insurance - *GoHPT* provides short and long-term disability insurance at no cost to the employee. This insurance replaces part of your income if you become disabled due to sickness or injury.