



2016 Applicant Summary Mactus Group Employee Benefits

Paid Time off & Vacation:

Life-Work balance is important and Mactus Group offers generous paid time-off to all full-time employees. Work hard and make your customer happy and then take paid time-off and recharge. Mactus Group paid time-off benefits includes:

- **Holidays** (up to 8 paid holidays per year), **Paid Time Off** (up to 15 days of paid time to be used as vacation, sick time or personal days per year). Actual holidays depend on specific assignment.

Health Benefits:

Mactus Group offers top quality **FREE** health benefits to all full-time employees. **Mactus Group pays 100% of the monthly insurance premiums for Medical and Dental coverage for the employee.** Plans have generous benefits and low deductibles, copays and small out of pocket maximums. Coverage for spouse/dependents may be added in pre-tax at employee's expense.

- **Medical Coverage (Dental, Vision):** First Choice Insurance. Our base plan includes a \$1,500 individual deductible, \$20 office co-pay, low Rx copays, 70/30 coinsurance & a low out-of-pocket max (\$4,000 individual). See Coverage Explanation for detailed benefits.

Optional Insurance Benefits:

Mactus Group offers optional vision insurance benefits. Available pre-tax for employees and their dependents.

Financial:

- **Compensation:** Mactus Group offers strong compensation. After every customer engagement, we will evaluate if you are ready to move up to greater responsibility and a compensation increase.
- **Pay Schedule & Direct Deposit:** Paychecks or Direct Deposits are issued on the 15th and 30th of the month and cover work performed through that date.
- **401K:** Flexible program with great investment choices.

Productivity & Development:

- **Equipment:** Mactus Group provides a laptop and software
- **Career Development:** Mactus Group is a Professional consulting firm and takes a unique and focused interest in your career development. You are special, your career is important; you are not just a number here. Your Practice Leader will work with you to assist in reaching your personal career goals and objectives. As part of our ongoing commitment to professional development for Mactus Group employees, **Mactus will reimburse up to \$500/year for Professional Certifications directly related to your role.** Through a combination of regular one-on-one meetings, mentoring and seeking growth oriented projects, Mactus Group helps you grow your skills and income.
- **Regular Feedback:** Through quarterly customer satisfaction reviews and regular one on one check-ups with your Practice Leader, you will get direct feedback on your performance and concrete guidance on how to advance towards your personal career objectives.