

wavelynx

COMPANY

10 Holidays

- NEW YEAR'S DAY
- PRESIDENTS' DAY
- MEMORIAL DAY
- JUNETEENTH
- INDEPENDENCE DAY
- LABOR DAY
- THANKSGIVING & DAY AFTER
- CHRISTMAS+DAY BEFORE OR AFTER

Benefits

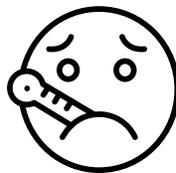


PTO Days

Hourly: 13.6 Salaried: 15

Executive: 20

Rollover & total accrual capped at annual earned rate.



Sick Days

6 per employee. Roll over to a maximum of 80 hours.

Total –PTO, Sick, & Holiday

Hourly: 29.5 days

Salaried: 31 days

Executive: 36 days

Medical Dental & Vision

All Employees Are Eligible Date of Hire



Medical: Varies by state of employee, but preferred Aetna and Kaiser Permanente plans (in Colorado) starting at \$12.18 per paycheck for an individual and \$131.63 for a family

HSA-eligible High Deductible plans: Save for healthcare expenses with pre-tax dollars. Wavelynx will contribute \$400 to your HSA each year



Dental: \$30 per month company-paid subsidy for dental insurance! Dental plans start around \$20 per month



Vision: 100% company-paid subsidy for vision, equal to the premium amount for Aetna EyeMed Plus! Wavelynx will also cover your dependents 100%



Life Insurance: Receive \$100,000 in company-paid life insurance coverage

401(k) and Additional Benefits



401(k) Plan: Save for your future with a 401(k) plan and enjoy a company match of up to 6%. Eligibility at 30 days- 100% Vested

Additional Benefits

Company Bonus Program: Eligibility is limited to roles not already participating in a commission or sales incentive plan.

Professional Development: Reimbursement up to \$2,500.

A Proven Path Upward: We are dedicated to your professional journey; in 2025 alone, roughly 30% of our team earned promotions.

The Lynx Leaders Program: Our recognition initiative that rewards excellence with an additional day of Paid Time Off.

Referral Incentives: Employee Referral Incentives: Earn from \$1,500 to \$6,000 for each successful referral.

HealthAdvocate: Get expert help with medical billing, coverage, and claims issues completely FREE!

Employee Assistance Program (EAP): Access confidential counseling and support services for various life challenges for free.

Company-Sponsored Fun: Frequent team-building events like food trucks, BBQs, and Topgolf outings

Additional Leave: Up to 4 weeks paid leave for the birth or adoption of your child or foster child, after 12 months of continuous service, and for Colorado Employees- Paid Family Medical Leave Insurance 100% paid by Wavelynx.