

# Qbase Benefit Program

## Full-Time Employee Benefits

Qbase provides a competitive benefits package to employees. It's one of the many ways we demonstrate our commitment to making Qbase an enjoyable place for our employees to work every day, and an attractive employment option for potential candidates. All Qbase benefits are effective on date of hire, with the exception of the 401(k) plan which has an eligibility waiting period.

### Our Benefits Include:

#### Voluntary Benefits

- Medical Insurance (multiple plan options)
- Prescription drug coverage
- Dental Insurance
- Supplemental Vision Insurance
- Supplemental Life Insurance
- Healthcare Flexible Spending Account
- Dependent Care Flexible Spending Account
- Health Savings Account
- 401(k) Retirement Plan

#### Company Paid Benefits

- Safe Harbor 401(k) employer matching contributions
- Life Insurance
- Accidental Death & Dismemberment
- Short Term Disability
- Long Term Disability
- Holiday Pay
- Paid Time Off
- Employee Assistance Program
- Education Reimbursement Program
- Professional Development Program
- Online Learning Management System
- Paid Bereavement Leave
- Paid Jury Duty Time
- Flexible Scheduling Program
- Incentive Compensation and Rewards System
- Employee Referral Bonus Program

Qbase benefits exceed the national average. And that's something we're very proud of.

- We provide **higher employer-premium** contributions toward medical insurance premium costs than the national average.
- We require **lower employee-premium** contributions toward medical insurance premiums than the national average.
- And we offer **multiple medical insurance plan options**, which provide for substantially lower deductibles than the national average.

To learn more, please contact us at [hr@qbase.com](mailto:hr@qbase.com).