

Benefits @ RayonSoft

Compensation

Performance Review

At Rayonsoft we review the salary annually based on your performance and level of commitment. We also give year end bonus for extraordinary performance based on client's feedback.

Overtime

If you work for more than 40 hours in a week you may be eligible to get overtime. The details of overtime will be discussed with you at the time of joining Rayonsoft.

Initial Relocation Assistance

We provide airfare and some initial relocation assistance for moving.

NO Bench Period!!!

The time you are not on client's project is called bench period. During Bench period you will be working on company's internal projects and will be paid your base salary.

Paid Vacation and Holidays

All full-time salaried employees start accruing ten (10) days paid vacation on monthly basis after three months of employment. They also have the customary paid national holidays and five (5) sick days as per the prevailing industry standards.

Health & Welfare

Medical/Dental Insurance

Rayonsoft offers comprehensive health/dental insurance coverage to eligible employees, which provides medical and dental coverage. You may elect dependent coverage for your immediate family as well. Rayonsoft pays for part of the total cost to the employee.

Life and AD&D Insurance

All full-time, salaried employees receive Company Paid Life and AD&D (Accidental Death and Dismemberment) insurance benefit.

401(k) Plan

Rayonsoft offers its employees the opportunity to participate in a 401(k) retirement savings plan. The 401(k) plan allows eligible employees to establish a retirement investment account based on pre-tax earnings contributed by the employee and/or employer. The details of 401(k) will be discussed at the time of joining Rayonsoft.

Workers Compensation

All employees are eligible for this Workers Compensation benefit, wherein they may receive a portion of their salary until the time of return to work, for any job related injury or illness causing incapacitation. The limit on the total amount and the period they may draw benefits are set by the State of New Jersey.

Personal Growth & Future Planning

Training and Certification Assistance

Rayonsoft will provide you with appropriate opportunities to grow and enhance your skills through in-house training sessions organized periodically as well as participation in seminars, lectures and other training programs based on your performance, commitment level and business needs. Any such training must be authorized by your supervisor.

Immigration Assistance

Rayonsoft provides all the assistance required for your work authorization, and immigration related issues. Rayonsoft may start processing **Green Card** for the qualified candidates after Six months of employment. The details of the Green card process will be discussed at the time of your joining.