

## ZenithTech Solutions - 2024 Employee Benefits Program

Our benefits are designed to support your well-being, career growth, and work-life balance.

### 1. HEALTH & WELLNESS

- Comprehensive medical, dental, and vision plans.
- Mental health support via Employee Assistance Program (EAP).
- Annual health screening and flu shots.

### 2. FINANCIAL SECURITY

- 401(k) with 6% company match.
- Annual bonus program tied to performance.
- Company stock purchase plan.

### 3. PAID TIME OFF

- 25 vacation days, 12 public holidays.
- Volunteer Day: 1 paid day to volunteer annually.

### 4. LEARNING & DEVELOPMENT

- \$3,000 annual education reimbursement.
- LinkedIn Learning & Coursera subscriptions.
- Leadership and mentorship programs.

### 5. FAMILY & LIFESTYLE

- Paid parental leave: 16 weeks (primary), 4 weeks (secondary).
- Flexible working hours and hybrid policies.
- Travel insurance and relocation assistance.