

PROLOGWARE SOLUTIONS - EMPLOYEE BENEFITS PACKAGE

HEALTH & WELLNESS BENEFITS

- **Comprehensive health insurance (Medical, Dental, Vision)**
- **Mental health support and counseling services**
- **Annual health checkup reimbursement: \$300**
- **Gym membership subsidy: \$50/month**
- **Wellness programs and fitness challenges**
- **Employee assistance program (EAP)**
 - Ergonomic workspace setup support

FINANCIAL BENEFITS

- **Competitive salary based on experience and skills**
- **Performance-based bonuses (up to 20% of annual salary)**
- **Stock options/equity participation program**
- **Retirement savings plan with company matching (4%)**
- **Professional development budget: \$2000 annually**
- **Technology allowance: \$1000 annually**
 - Home office setup allowance: \$500 annually

TIME OFF & LEAVE BENEFITS

- **Paid time off: 20 days annually (increases with tenure)**
- **Sick leave: 10 days annually**
- **Personal days: 5 days annually**
- **Mental health days: 2 per quarter**
- **Parental leave: 12 weeks paid**
- **Bereavement leave: 5 days**
- **Volunteer time off: 16 hours annually**
- **Sabbatical leave: Available after 3 years**

PROFESSIONAL DEVELOPMENT

- **Conference attendance: 1 major conference annually**
- **Online course subscriptions (Coursera, Udemy, Pluralsight)**
- **Certification exam fees covered 100%**
- **Internal training and workshops**
- **Mentorship program participation**
- **Cross-functional project opportunities**
- **Leadership development programs**

WORK-LIFE BALANCE

- **Flexible working hours**
- **Hybrid work model (60% remote, 40% on-site)**
- **Compressed work week options**

- **No mandatory overtime policy**
- **Flexible PTO policy**
- **Family-friendly workplace policies**
 - Childcare support and resources

TECHNOLOGY & EQUIPMENT

- **Latest laptop/desktop computer**
- **High-speed internet allowance for remote work**
- **Software licenses and tools**
- **Mobile phone allowance: \$75/month**
- **Dual monitor setup**
- **Ergonomic chair and desk accessories**
 - VPN and security software

COMMUNITY & SOCIAL BENEFITS

- **Access to Resources Heaven platform**
- **Free participation in company workshops and seminars**
- **Networking opportunities with industry professionals**
- **Team building activities and events**
- **Company-sponsored social events**
- **Employee recognition programs**
 - Innovation time (20% for personal projects)

ADDITIONAL PERKS

- Free snacks and beverages in office**
- Casual dress code**
- Pet-friendly office environment**
- Parking allowance or public transport subsidy**
- Employee referral bonus: \$1000**
- Birthday and work anniversary celebrations**
- Access to company library and resources