

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