

SNGULAR



SNGULAR's EMPLOYEE BENEFITS

USA - 2022

Here you can find a summary of the many benefits we offer our employees in the US. For complete information on the benefits offered by Sngular in the US and employment eligibility requirements feel free to reach out to us.

The basics

Here you have four of our basic benefits.

Full time employee:

All Sngulars are hired as full-time employees. Because no matter on which project you end up collaborating, we want you on our team

Bimonthly pay:

We get paid twice a month, on the first and the fifteenth of each month. Easy and convenient, we have partnered with ADP to help you manage payroll.

Time off:

Employees at Sngular enjoy 23 paid days of paid time off ("PTO") and we encourage our employees to fully avail themselves of those days. PTO covers scheduled vacation and personal days, as well as unscheduled situations such as illness, family illness, or emergencies.

Work/Life Balance:

At Sngular we cherish and promote a healthy work/life balance. To that end, we work closely with our clients to ensure that our employees' schedules fulfill the needs of both our clients and our employees.



We care for your health

Healthcare Coverage:

When it comes to healthcare coverage, we offer our employees a variety of high-quality, nationally recognized options to choose from. This allows our employees to customize their healthcare coverage to best suit their needs.

Telehealth Services:

Our employees also have access to customized telehealth options. These programs provide 24/7 video or telephone access to a doctor to obtain a diagnosis, treatment options and prescriptions in a safe, social distancing and economical manner.

Dental and Vision:

We also offer our employees national dental and vision plans, some options with no premium charge.

Flexible Spending Accounts:

We offer our employees the option to participate in a flexible spending account plan that allows them to set aside pre-tax money for healthcare, dependent care, and commuting expenses.

Other important matters:

Employees are eligible for discounted life insurance coverage for themselves, their spouses, and their children. We also offer our employees short- and long-term disability insurance plans for various coverage levels at discounted employee rates.

Our employees can also avail themselves of other benefits we offer at discounted rates:

- Accident, critical illness, and hospital insurance - MetLife Legal Assistance Plan
- Discounts for services, products, and entertainment
- Employee Assistance Program (EAP)

Never stop learning

Training Allowance:

Employees receive up to \$500/year to be used for the purchase of (1) technical materials (books, online courses etc.); and (2) admission to technology events.

Certification Allowance

Employees receive a \$350 bonus for every certification exam they pass, in addition, if an employee passes a certification exam, Sngular will reimburse the exam fee.

Blog Posts:

Employees may be eligible for a publication bonus of up to \$500 for articles published in Sngular's blog or in an external media of interest to the company.

Udemy & GoFluent

Employees have access to Udemy for Business and GoFluent (a language learning platform) from the first day.

Tech Talks:

Employees receive a \$400 bonus for each seminar, or "tech talk", they teach within SNGULAR. The seminar could cover the employee's field of expertise, a new technology, methodology, or any other relevant subject he or she would like to share with the team.



Other Sngular perks

Relocation Assistance:

Employees required to relocate are eligible for a one-time relocation bonus, plus housing and transportation allowances.

Know someone?

Employees are eligible for a \$3,500 bonus for every candidate they refer to and is hired by Sngular

Events and Celebrations:

Every year, employees are invited to a weekend team-building activity and family lunch/dinner celebrations. In the winter, each city celebrates the holidays with either a winter holiday party or a year-end appreciation gift.

Looking to the future:

Sngular provides qualifying employees with the opportunity to participate in the company's 401k plan and will match 50% of the employee's contribution (up to 6% of the salary) to their 401k retirement savings account.

Cell Phone Allowance:

Employees receive a monthly allowance to offset the cost of their cell phone bill.

Holidays:

The Company offers paid time off for the observance of specific holidays each calendar year. The list of observed holidays for employees working at a client site may vary depending on the location and the client's company policy.



Paid leave

Baby Bonding:

Because we firmly believe it is good for the mother, the child, and society, we provide ten paid weeks of maternity leave. We also provide our employees whose partners have become new parents, up to six weeks of paid time off paid at 100% of their regular salary to care for and bond with their new child.

Bereavement Leave:

Employees are entitled to three days in the case of a direct relative death.



