

**dvinci**  
INTERACTIVE

POWERED by  
**Learning**<sup>®</sup>

**Benefits & Perks**

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# CAREER DEVELOPMENT



At d'Vinci, we're all about evolution and continual change. We have a robust year-round career development program that is measured and tracked. The program includes:

## Bi-weekly Manager Touchbase

- Stay connected with feedback, goal setting and continuous coaching.

## Frequent Career Discussions

- Talk about your career goals and create a custom, individualized path to get there.

## Performance Coaching

- Set and reach goals driven by your job-specific competencies, along with self-appraisals and peer feedback.

## Individual Training Budgets

- Never stop learning with lunch and learns, conferences, courses for industry or job specific skills training (4A's Learning Academy, Udemy, Lorman, MasterClass, just to name a few) and tuition reimbursement.
- Connect with pros in your field with paid professional memberships.
- Expand your skillset and partner with a peer through our mentor program.

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# COMPETITIVE COMPENSATION



Your salary is market competitive and reviewed annually. Plus, you can receive Spot Bonuses like cash or extra time off when you go above and beyond. Our compensation package also includes:



## Profit Share Bonus

Celebrate our collective wins. You're eligible after the first year and your share exponentially increases until you receive a full share after your third year.



## 401(k) Retirement Plan

Save for retirement with a company match, pre- and post-tax options, and several fund allocations to choose from. Eligible to enroll and receive the company match after 90 days.



## Quarterly Wellness/ Technology Bonus

Get reimbursed for gym memberships, nutrition programs, mental health apps, wellness memberships, cell phone or home internet.

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# HEALTH BENEFITS



We offer a gold level medical plan with enrollment beginning on day one. d’Vinci contributes to more than 85% of employee and 70% of dependent coverage costs. Our health benefits program includes:



## Medical

- 2 plan options: a traditional PPO Plan and a Qualified High Deductible Health Plan (QHDHP).
- The QHDHP also includes a Health Savings Account (HSA) with triple tax advantages, and d’Vinci provides a partial match throughout the year.
- Flexible Spending Account (FSA) included with the PPO Plan.



## Dental

- d’Vinci provides a comprehensive, competitive dental plan.
- Covers most preventive care, x-rays, minor/major restorative care and orthodontic care for minors.



## Vision

- Get significant discounts on the costs of glasses, lenses and contact lenses.

### **Life/Short-Term Disability/Long-Term Disability Insurance**

- 100% company paid

### **Voluntary Insurances**

- These optional coverages are available during open enrollment at group plan rates: additional voluntary life and dependent life, accident, cancer, critical illness and hospital indemnity.

### **Employee Assistance Program**

- Get confidential access to licensed professionals.
- Worklife Services are included with the Employee Assistance Program. Get help with referrals for important needs like education, adoption, travel, daily living and care for your pet, child or elderly loved one.

### **Dependent Care Flexible Spending Accounts**

- Covers child and dependent care with pre-tax savings.
- You are eligible regardless of enrollment in other benefits.

### **Parental Leave**

- We offer up to 6 weeks paid parental leave after the birth or adoption of a child.
- Bond with your baby with flexible work-from-home scheduling through six months of age.

# PAID TIME OFF & **FLEXIBLE SCHEDULES**



Navigate life with hybrid schedules and flexibility to work from home or in the office:

## Paid Time Off

- Our tiered paid time off (PTO) program is based on experience with different earning potential based on years of service.

## Flexible Hours

- Have the ability to flex your time when you need it.

## Hybrid Schedules

- Combination of in-person collaboration and at-home focus time.

## Paid Holidays

- Spend time with your family on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and the Day after, and Christmas Day.
- Two floating holidays to use for any day of your choosing

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# MORE PERKS



Taproom, summer picnic, food trucks, ice cream socials, holiday party and other celebratory events throughout the year



Year-round peer recognition program with quarterly and annual awards



Team building events and happy hours



Tech discounts on your cell phone service and computer loan program



Anniversary bonuses that increase the longer you're here



Community/non-profit opportunities (blood drive, flu shots, 5K)



d'Vinci swag and cool gear, and we'll cover some of the costs

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