

# DLL Benefit Highlights 2024

1. Inclusive, collaborative company culture
2. 401(K) with 6% employer match vested immediately
3. Eligibility for Employee Funded (using rolled over PTO) one month sabbatical every five years
4. Annual performance bonuses tied to individual and company performance
5. Competitive comprehensive benefit coverage



## Financial

- Annual performance bonuses
- 401(k) with 6% company match
- Overtime pay for hourly or salaried non-exempt members for hours worked over 40 in a week (paid time and a half)
- Tuition reimbursement with an annual cap
- Car allowances and/or leased cars for applicable roles
- Flexible Spending Accounts
- Health Savings Accounts
- Member referral program
- Wellness credit



## Other perks

- Surrogacy and Adoption Assistance
- Member-led groups and committees
- Pet Insurance
- Opportunity to develop your career (inter)nationally
- Identity Theft Protection
- Telemedicine
- Prepaid Legal Plan
- Access to learning and development platforms, manager development, and LinkedIn Learning.
- Member recognition program
- Caregiving resources



## Wellbeing



### Health

- Gym reimbursement or onsite gym (some locations)
- Access to health coaches
- Wellness reward for employees and their spouse or domestic partner
- Employee Assistance Program
- Basic Short-Term & Long-Term Disability (100% employer paid)



### Time off

- 11 Paid holidays including 3 floating holidays
- 30-day sabbatical every five years
- Competitive PTO packages
- Paid maternity and paternity leave
- Flex and remote working (Focus: “borderless company”)
- 2 paid community service days per year



### Insurance

- Medical/Prescription Coverage: Blue Cross HDHP with HSA, Blue Cross EPO, Blue Cross PPO
- Dental and Vision Coverage
- Employer paid Basic Life Insurance
- Critical illness Insurance
- Accident Insurance