

**PRECISE BENEFITS**

1. **Health Benefits (Medical, Dental and Vision):** To protect your health and well-being of your family, Precise offers medical, dental and vision insurance (and contributes $750 towards the High-Deductible Health Plan option).
2. **Flexible Spending Accounts (FSA) & Health Savings Account (HSA):**You can set up a pre-tax, savings account when enrolled in High-Deductible Health Plan (HDHP).
3. **Retirement Plan:**Precise matches 100% of your payroll contributions up to 4% and immediate vesting.
4. **Paid Time Off**
5. **For Jury duty and Bereavement Leave:**Precise offers paid time off, 3 days of leave in the event of the death of a close family member and fixed and floating holidays.
6. **Parental Leave:**To care for a newborn or the adoption of a child, Precise offers an additional 10 days of paid time off.
7. **Disability Benefits:**To help you cover the unexpected, Precise offers short- and long-term disability.
8. **Life Insurance:**Precise offers company-paid life insurance and higher option alternatives.
9. **Occupational Accident Insurance:**  To support the well-being of employees who are unable to work due to injury or illness,
10. Precise offers full-time employee’s short-term disability and long-term disability insurance, at no cost to employees.
11. **Accidental Death & Dismemberment Insurance:**To support employee family members in the event of the untimely death of an employee, Precise offers employee’s basic life insurance at no cost to the employees, as well as a voluntary “buy-up” coverage option that employees can pay for to expand their coverage.
12. **Training and Development:**To facilitate continual learning, Precise offers training and certification reimbursement up to $2000 per year, two paid, self-directed Innovation Days, Innovation Lab project opportunities and access to training tools.
13. **Two Innovation Days:** To ensure employees are continually expanding their technical knowledge, skills, and abilities, and by extension broadening the company’s overall capabilities, Precise offers each salaried employee 16 paid hours per year to develop their skills and/or contribute to an approved innovative project for the company.
14. **Professional Coaching:** To guide professional growth, Precise offers its managers access to a dedicated professional coach.
15. **Employee Referral Program:** Employees who refer successful hires receive a $2,000 in accordance with the policy.
16. **Annual Charity Donation Match:**At the end of the year, Precise Software offers a charity donation match program.
17. **Awards and Recognition:** Our annual awards program celebrates employee achievements in several categories. We offer high performing employee annual bonuses for great work and empower our managers at the project level to reward their top performers with on-the-spot bonuses.
18. **Company Culture:**We create a culture rooted in balance, respect, excellence, focus, collaboration, and a sense of humor. We offer flexible extended work hours from 6:00 am to 9:00 pm when possible. Company social events, brown bag lunches, ad hoc potlucks and other community service participation give us the opportunity to enjoy our diverse community and learn about each other. Our leadership walks the talk with an open-door approach to facilitate communication and process improvements.
19. **Standing Desks:**In the spirit of promoting well-being, Precise offers a couple of options of standing desks for those who are interested.