

FANTOM CORPORATION

Employment Benefits

Benefit	Description
401(k) Plan	<ul style="list-style-type: none"> The employee will be eligible to start contributing into the plan at the start of the second month from hire date with Fantom Corporation (FCO). FCO will provide employee with a company match of 4% of salary (Safe Harbor).
Medical Insurance	<ul style="list-style-type: none"> PPO Medical Insurance plan FCO pays 100% for employees and 100% for dependents). Standard Vision and Dental plans are included.
Life Insurance	<ul style="list-style-type: none"> 1 times annual salary, subject to a maximum of \$200,000.
Short-term Disability Insurance (STD)	<ul style="list-style-type: none"> 1 times annual salary, subject to a maximum of \$200,000.
Long-term Disability Insurance (LTD)	<ul style="list-style-type: none"> 1 times annual salary, subject to a maximum of \$200,000
Paid Time Off	<ul style="list-style-type: none"> 6 weeks of Paid Time Off. Employees are encouraged to use vacation leave to rest and reenergize. See PTO policy for more details.
Employee Purchase Program for Personal Computer	<ul style="list-style-type: none"> Provides financial assistance to full-time employees for computer purchase in the amount of \$2,000 (every 2 years).
Profit Sharing	<ul style="list-style-type: none"> Based on the performance of the company at the end of the year, a discretionary profit sharing contribution will be provided and offered as a bonus. The goal is for FCO and employee to work together to grow and to maximize profitability. Eligibility for the profit sharing contribution will be after one year of service with FCO.
Bonus	<ul style="list-style-type: none"> End-of-year Bonus (Determined by the combination of Customer Satisfaction, Employee performance, and FCO revenue)

Training

- Education reimbursement program (\$5,000)
- 1 week off annually for approved training.
- Seminar/conferences, as appropriate
- Membership dues, as appropriate
- Safari Subscription (On-line Books)

Corporate Events

- Year-end party
- Happy Hours
- FCO-sponsored sporting events
- FCO-sponsored volunteer events

Note: Eligibility requirements apply to certain benefits. All full time staff is eligible for medical insurance from hire start date. All other eligible benefits are applied 30 days (1 month) from hire start date. Please see Human Resources for details about each benefit. Benefits are subject to change.