

EMPLOYEE BENEFITS SUMMARY Pamphlet B-001, Revision 16, December 2009

Philosophy Odyssey Systems Consulting Group offers a highly competitive benefits package. Our flexible approach to compensation is designed to ensure the health, motivation, personal and professional development of our team members.

Insurance		
Health	BlueCross/BlueShield	(90% of premium Company paid)
Offset	\$3,250 per year if an employee can demonstrate enrollment in another qualified health plan.	
Life	1 x Annual Salary	(Company paid)
	Accidental Death and Dismemberment	(Company paid)
Disability	Short and Long Term, Up to 60% of Salary	(Company paid)
Optional Life	Up to maximum of \$500K	(Employee Paid)
Dental	Guardian	(Employee paid)
Vision	Guardian	(Employee paid)
Tricare Supplement	ASI	(Employee paid)

Leave Policy	Bereavement Leave	Up to 3 Days Paid
	Jury Duty Leave	Up to 5 Days Paid
	Military Leave	See Detailed Policy
	Medical Leave	See Detailed Policy

Paid Time Off (PTO)	1 - 3 Years	15 Days Per Year
<i>(accrued)</i>	4 - 14 Years	20 Days Per Year
	15+ Years	25 Days Per Year

Tuition Reimbursement:	Up to \$3,500 Per Year Tuition Reimbursement for Approved Courses
	Eligible after 6 months of employment

Holidays	Ten Paid Holidays Per Year:		
	<i>New Years</i>	<i>Labor Day</i>	<i>Martin Luther King Day</i>
	<i>Columbus Day</i>	<i>President's Day</i>	<i>Veteran's Day</i>
	<i>Memorial Day</i>	<i>Thanksgiving</i>	<i>Independence Day</i>
		<i>Christmas Day</i>	

Flexible Spending Account (FSA)	Allows employees to save on out-of-pocket health care and dependent care costs.
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Retirement Plan 401K	Up to \$16,500 Employee Tax Deferred Contribution 50% Employer Matching Contribution on first 10% of Salary
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Benefits are subject to change. Detailed explanation of benefits contained in corporate policies. Benefits are prorated for part time employees. See Policies for details.