



Benefit Highlights

- Remote work
- Flextime (7am – 10pm with core hours from 10am – 2pm)
- Yearly performance and salary reviews
- Year end bonus
- Platinum level medical/dental/vision plan
 - Startte pays 75% for employees and 50% for dependents
- Short-term and long-term disability insurance at no cost to employees
- Life insurance at no cost to employees
- Vacation leave
 - First year of employment 10 days/year
 - Over 1 year and up to 5 years of employment 15 days/year
 - Over 5 years of employment 20 days/year
- Injury/Illness leave of 7 days per year
- FMLA leave (covered by short term disability insurance)
- Paid court and bereavement leave
- Unpaid personal leave
- 401K retirement plan with company safe harbor match
- Paid training/education support
- Federal Holiday time off
 - New Year's Day (January)
 - Martin Luther King's Birthday (January)
 - Presidents' Day (February)
 - Memorial Day (May)
 - June Teenth (June)
 - Independence Day (July)
 - Labor Day (September)
 - Columbus Day (October)
 - Veterans' Day (November)
 - Thanksgiving Day (November)
 - Christmas Day (December)