

SUMMARY OF BENEFITS

PotomacWave proudly offers a comprehensive benefits package to ensure our employees are happy and healthy. We're continually looking at new and innovative ways to enhance benefits, so the package will continue to grow as we do.

HEALTH & WELLNESS

- Choice of 3 different Medical Insurance Plans
- Dental Insurance
- Vision Insurance
- Supplemental Insurance Coverage
- Life/Accidental Death & Dismemberment (AD&D) Insurance
- Short-Term and Long-Term Disability
- Voluntary Accident Insurance
- Employee Assistance Program

FINANCIAL & RETIREMENT

- 401K Retirement Plan and Company Matching
- Pre-tax Flexible Spending Account (FSA)
- Pre-tax Commuter Plan
- Employee Referral Bonus Program
- New Business Bonus Program

WORK/LIFE BALANCE

- 11 Paid Federal Holidays
- 3 Weeks of Paid Time Off with Escalated Tenure
- Personal Leave (e.g., Bereavement, Military, Parental)
- Wellness Reimbursement Program
- Performance Development Program

SOLUTIONS ▪ **SUCCESS** ▪ **INNOVATION** ▪ **TRANSFORMATION** ▪ **RESILIENCY**

The **FUTURE** favors the **BOLD**