

# Benefits Guide

for Team Members in  
Eastern Europe

Enavate realizes that benefits play an integral part in your choice of an employer and we strive to reward our team members with a comprehensive and competitive benefits package. Our mission is to equip you with the incentives, flexibility, and resources you need to meet your personal and professional goals.



We transform businesses and the lives they touch.  
To us, it's personal.



# Best Place to Work

What drives us to give all our best, constantly develop, and look for new ways to excellence every day? What is the secret of each working day at Enavate being filled with inspiration and passion? The answer is simple: our unique Empowerment culture. Our core values are not just empty words. We stick to them while communicating with our clients, partners and each other. At the moments of success or when things go crazy, these pillars give us the power to move forward.

Our values: Team members, Integrity, Innovation and Results – each day determines our actions and who we are. That's why we really believe that Enavate is the best place to work.



## OFFICES

---

We have four offices globally.

### USA:

Tampa, FL  
Fargo, ND

### Ukraine:

Kyiv, 1/3 Yaroslavskyi Lane  
Zhytomyr, 96 Kniiaziv Ostrozkykh Street

## WORKING SCHEDULE

---

We work according to standard office hours, but each team member independently organizes his or her working hours. The working day can start at around 10 AM and end at around 7 PM, unless the position requires other working hours.

## REMOTE WORK

---

We are mostly operating remotely in Eastern Europe, and as we look ahead to the future, we intend to embrace a hybrid working model once the current challenges subside.

# CORE VALUES



## COMPENSATION

---

The monthly salary is fixed, paid once a month and does not depend on the project.

The annual bonus is paid to all current team members, can reach 20% of the annual salary, and depends on the performance of the company and the performance of the team.

## EDUCATION

---

Education Hours Program: each Team Member can use up to 60 working hours per year for training (English classes, courses, certifications etc). We provide training at our in-house English Academy and daily communication with native English speakers.

## FLEXIBLE BENEFITS PROGRAM

---

Flexible Benefits program provides compensation for expenses in the amount of \$800 per year related to health/education/sports or cultural events. The amount of the social package grows with the number of years spent in the company.

## REFERRAL BONUS

---

We appreciate our Team Members' help with the attraction of new talents to our team, so we pay a referral bonus (up to \$5000) for each referred professional who successfully passes an onboarding period.

## MENTORSHIP PROGRAM

---

Enavate cares about team Members' development, so we encourage knowledge-sharing and mentorship in our company. You will have the opportunity to learn from the best professionals in the field or share your experience with your teammates and interns.

## BYOD PROGRAM

---

Bring Your Own Device program allows you to use your laptop in your work and receive compensation for depreciation costs from the company.

## DAYS OFF

---

A performance-driven culture is one where results are rewarded.

To create a truly empowered and trusted environment, we created a Living & Working Program. It includes Unlimited PTO (paid time off), which applies to absences that may be covered under vacation, personal and family needs, non-extended illness or injury for you or your family, bereavement leave.

In addition to that Enavate covers up to 12 weeks of extended sick leave, maternity or paternity leave.

We value all the National holidays and even if they coincide with weekends we have additional days off the next week.

# Join us and be part of something amazing!

Follow us on social media to stay updated on our latest news, career opportunities, and company culture

