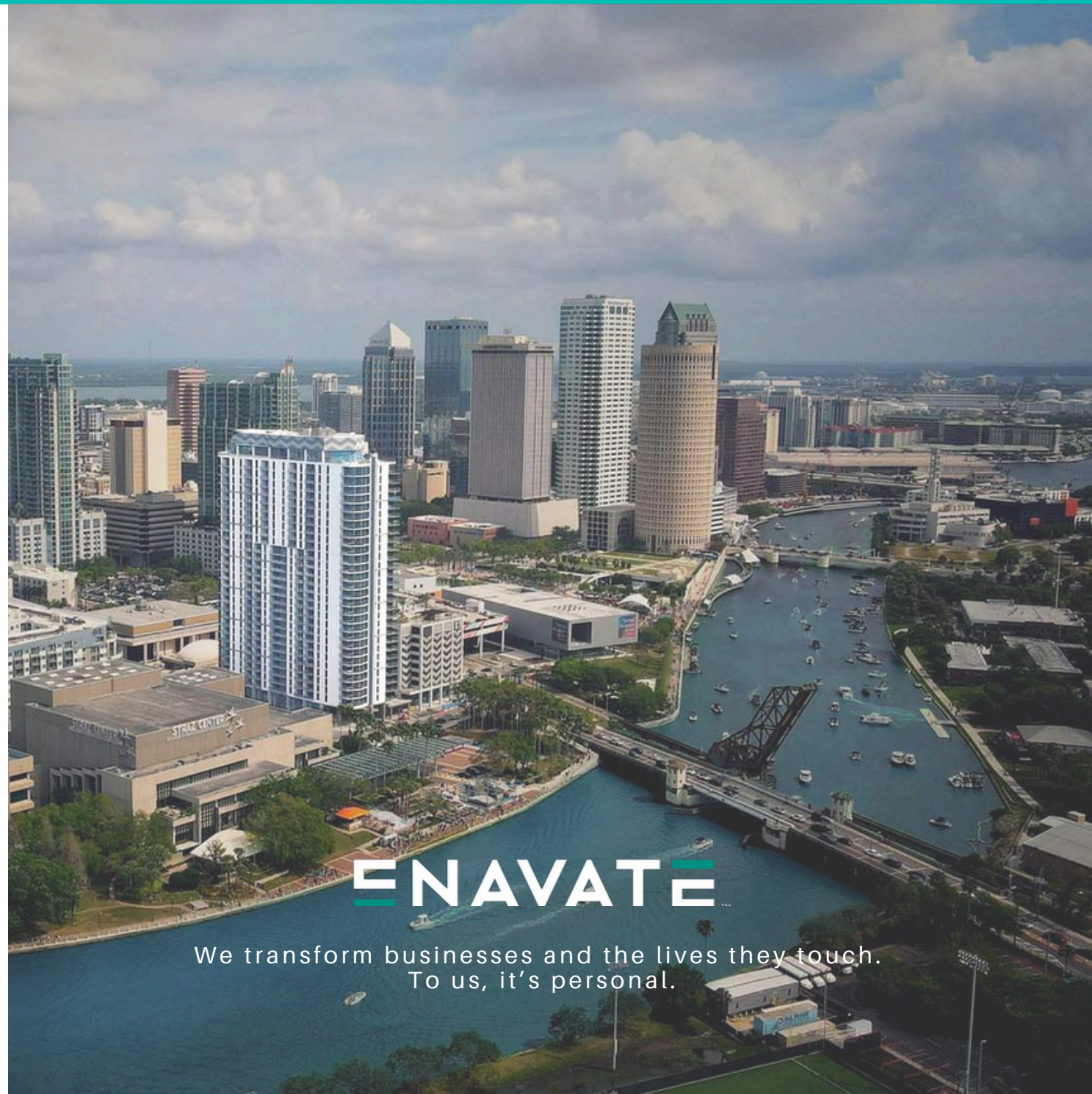


# Benefits Guide

for Team Members in  
the United States

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.



**ENAVATE**

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:** 1511  
North Westshore  
Blvd, Suite 900  
**Fargo, ND:** 1700  
42nd St SW Ste  
3000

Ukraine:

**Kyiv**  
**Zhytomyr**

## COMPENSATION

The monthly salary is fixed, paid semi-monthly and does not depend on the project. The annual bonus, which can reach up to 20% of the annual salary, is awarded at the company's discretion each year and depends on both company and team performance.

## WORKING SCHEDULE

We work according to standard office hours, but each team member organizes his or her working hours together with their team. The working day can start at around 8 AM and end at around 5 PM, unless the position requires other working hours.

## 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.

# CORE VALUES



## HEALTH PROGRAMS

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We offer a range of health programs that team members can choose from to best meet the needs of themselves and their families. These options provide flexibility and support for your overall well-being.

## EMPLOYEE ASSISTANCE PROGRAM

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Our Employee Assistance Program offers support for emotional health, family issues, work/life balance, financial and legal concerns, and career guidance. You can access up to 3 free counseling sessions per issue per year, with licensed therapists available for in-person or virtual appointments. EAP services are private and confidential, except in cases of immediate safety concerns.

## MENTORSHIP PROGRAM

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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.

## EDUCATION

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Education Hours Program: Each team member is eligible to use up to 60 work hours per year for training and development. The company also supports professional certifications, including Microsoft certifications.

## DAYS OFF

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

## MATERNITY & PATERNITY LEAVE

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We offer 12 weeks of paid maternity and paternity leave to support new parents as they welcome and care for their child. This benefit is available to all eligible team members.

## RETIREMENT COMPANY MATCH

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Our retirement plan includes a company match of half of your contributions if they don't exceed 6% of your salary. This means, your Enavate maximum contribution will equal 3% of your salary if you contribute 6% or more.

# 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

