



BENEFITS SUMMARY

Oculus Inc.

Because we value our employees, Oculus Inc. offers a competitive salary and the wide range of progressive and creative benefits and rewards listed below:

Educational Benefits

- Educational Assistance, Training, and Leadership Development
- Apprenticeship Program NCARB Intern Development Program (IDP)

Professional Benefits

- Professional Licenses and Registration Reimbursement
- Cellular Telephone Monthly Reimbursement*
- Parking/Transportation Assistance Plan
- Project Travel

Insurance Coverage

- Health and Dental Group Health Insurance
- Accidental Death & Dismemberment Insurance
- Short Term Care Insurance
- Long Term Care Insurance
- Additional Voluntary Insurances

* Cellular Telephone Reimbursement is contingent on project assignment and travel.

Profit Sharing & Retirement

- Simple IRA Plan
- Periodic and Annual Incentive Compensation

Paid Time Off

- 10-20 Paid Vacation Days per Year**
- 6 Paid Personal/Sick Leave Days per Year
- 8 Paid Holiday Days per Year
- Funeral (Bereavement) Leave
- Jury Duty

Additional Benefits

- Employee, Family, and Holiday Events
- Direct Deposit
- Flextime
- Casual Business Dress

** Number of vacation days is calculated by number of years of service with Oculus Inc.

[WE MANAGE CHANGE]

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