



Artificial Intelligence Software for Expert Knowledge Capture and Automation

Health Insurance



- Medical insurance through Highmark Blue Cross Blue Shield (BCBS) begins on the first day of employment
- 80% of the cost is subsidized by the company
- \$250 deductible for individual member and \$500 for family

Vision Insurance

- Vision insurance offered through Highmark BCDS begins on the first day of employment and 80% of the cost is subsidized by the company



Dental Insurance



- Dental insurance begins on the first day of the first full month of employment
- 80% of the cost is subsidized by the company
- \$2,000 calendar year maximum

Life Insurance

- DMI provides life insurance through Guardian at no cost to the employee with a maximum benefit payment of \$100,000



Paid Time Off (PTO)

- DMI offers a generous amount of PTO in the form of sick time, paid holidays, floating holidays, and other PTO



SIMPLE IRA Plan



- DMI matches up to 3% of the employee's salary contribution at a financial institution of their choosing

Perks/Incentives

- DMI offers a referral bonus of up to \$500 for each full-time referral hired
- Team parties and celebrations
- Snack and coffee bar
- Casual environment and cool office space
- Great work/life balance



Company Paid Parking



- DMI provides parking passes to all employees who may need them for one of the nearby parking lots and offers on-site bike parking as well

Long & Short-Term Disability Insurance



- Offered by the company through Guardian at no cost to the employee
- **Short term:** Employee receives 66.7% of salary for up to 26 weeks with a maximum of \$500/week
- **Long term:** Employee receives 60% of salary with a maximum amount of \$5,000 per month

Employee Assistance Program (EAP)

- Free to all employees. Provides support in: Healthy living, stress management, mental health, parenting support, learning programs, legal issues, taxes, and debt

