

# //interknowlogy/

## InterKnowlogy Benefits at a Glance

Our team of  
InterKnowlogists  
is the heart of  
our company.  
We know that  
without people,  
technology  
wouldn't exist.

Which is why InterKnowlogy offers a competitive benefits package for our employees to take care of their needs and ensure a happy, healthy, creative workspace.

Benefits include personal and family health plans, financial security, training and professional development, vacation time, work/life balance and ways to give back to the community.

We promote creativity, social interactivity and team building with events, treating employees to weekends away, and providing all sorts of gaming fun in the office.

Plus, our location is within walking distance to one of the most beautiful beaches in Southern California.

At InterKnowlogy, our employees' happiness comes first.

Here is a sneak peek at benefits you may be eligible for as part of the IK team.



# A Healthy InterKnowlogist is a Happy InterKnowlogist

As an IK employee, your health and well-being is our top priority. We are committed to providing you and your family with the best coverage\* and programs, to ensure your physical and emotional health.

When you're healthy, we're happy.

## MEDICAL INSURANCE /

Comprehensive group plan through Blue Shield. IK pays up to 80% of your monthly premium, as well as up to 80% of the premium cost for eligible dependents.

## DENTAL INSURANCE /

Great benefits through Principal Financial Group. IK pays up to 80% of your monthly premium, as well as up to 80% of the premium cost for eligible dependents.

## LIFE INSURANCE /

Our group plan pays a death benefit to your beneficiary of up to two times your base annual salary, and we pay for 100% of your premium each month.

## VISION CARE /

Great vision coverage and benefits through VSP.

## FLEXIBLE SPENDING ACCOUNT /

Plan ahead and save pre-tax dollars for qualified medical expenses and dependent care.

## SHORT & LONG TERM DISABILITY /

If you become disabled, our plan pays 60% of your pre-disability earnings (with a max of \$1,500 per week) for STD, and up to \$6,000 per month for LTD. IK pays the entire cost of this benefit on your behalf.

## PERSONAL ASSISTANCE /

Our confidential Employee Assistance Program (EAP) is available to you 24/7 to assist you and your family in any work-related or personal matters.

## GOURMET FOOD /

Our kitchen is stocked with gourmet coffee, tea, juice and other beverages; and we have fresh fruit delivered weekly for you to enjoy.

## GIVING BACK /

We promote giving back to the community through community service projects, food drives, and programs like 'Adopt a Family.'

\*Employees who work 30 hours or more are eligible for health care benefits on the first of the month following the date of hire. Please see an HR representative for additional information. The company reserves the right to modify or discontinue benefits at its complete discretion. Where discrepancies exist, the current plan documents will prevail.





# Building Financial Stability & Career Development

Simply put, we work with the brightest and most innovative of technologists. Our team of gurus focuses on what's important: changing the world by way of tech. In support of such excellence, we offer competitive salaries, financial counseling, bonuses, and professional development of each InterKnowlogists' individual skills.

## SALARY /

IK offers competitive salaries to our professionals, based on experience and knowledge. We provide direct deposit to make getting paid easy and efficient.

## INTERKNOWLOGY 401(k) /

IK encourages you to save for your future and we will make a matching contribution to your 401(k) plan equal to 100% of your salary deferrals up to 4% of your compensation.

## BONUSES & PERKS /

We want more great employees just like you so we offer a \$2,000 referral bonus to employees who refer someone who is hired by IK and works for us for at least three months. We also offer a monthly cell phone allowance.

## TRAINING /

Our R.E.C.E.S.S. (Research and Experimental Coding to Enhance Software Skills) program allows you four hours a week to devote your time to learning the technology of your choice, keeping you fine-tuned with new tech and enhancing IK's breadth of experience. We also have an in-house library at your disposal.

## FINANCIAL COUNSELING /

Our confidential Employee Assistance Program (EAP) is available to you 24/7 to assist you and your family members with any financial-related matters.

## THE LATEST TECHNOLOGY /

We ensure the latest tech is at your fingertips, including new platforms and Microsoft technologies before these are released to the public. This gives our InterKnowlogists hands-on experience and the ability to make educated recommendations to our clients.

## KNOWLEDGE SHARING /

We love hearing what our experts have to say. We welcome you to share your knowledge on our company blog for the industry—and the world—to see.

## LEADERSHIP & NETWORKING /

You'll have access to the founders of the company and the executive team, including the CEO, to discuss your ideas and pick their brains. We provide a plethora of industry-related networking opportunities and leadership seminars to employees who desire to move onward and upward.





# Time Off & Away

IK believes that, to be good at what you do, you need to be good to yourself. Vacations help us recharge our creative juices, and we offer that rejuvenation to our team. Aside from paid time off\*, we treat our InterKnowlogists to adventurous trips; and even our office is so close to the beach, you can live and work where most people simply go to vacation.

Now's a good time to get that pair of flip-flops you've been eyeing.

## VACATION /

Our philosophy of life balance is evident in our generous time off policies. IK employees accrue 2 weeks of vacation time during the first year; 3 weeks after the second year; and 4 weeks after the fifth year with the company. We bump that up to 5 weeks of vacation when you're with us for 10 years.

## ANNUAL COMPANY TRIPS /

Each year, we plan a company-sponsored weekend for our team. Trips vary from cabins in Mammoth during ski/snowboard season to golf and relaxation by the pool in Palm Springs. Who knows where the wind will take us next.

## CARLSBAD LOCATION /

Our office is located just two miles from a gorgeous beach, so you can get your surf on during your lunch break or hey, before you come in for the day.

## HOLIDAYS /

Celebrate! Everyone receives 10 paid holidays per year.

## SICK DAYS /

You get 5 paid days off per year if you need them for yourself or to take care of an ill family member. You can also use your sick days for doctor's appointments.

## BEREAVEMENT LEAVE /

We hope you won't ever need them, but you get up to 3 days of bereavement time off with pay.

## JURY DUTY /

We support you in your civic duty. If you're called into Jury Duty, we provide up to 5 days of compensation.

\*Employees are eligible for paid time off beginning on the date of hire (proportionate for part-time employees.)





# We Work Hard. We Play Even Harder.

We value our team and the creativity and hard work they put in day to day. So in return, IK keeps that creativity alive via a fun and engaging office environment chock-full of exciting events, employee recognition days and games galore.

Ping pong challenge anyone?

## BI-ANNUAL OPEN HOUSES /

IK hosts themed events like "Margaritas in March" and "Oktoberfest" and invites current and prospective customers, friends and family to eat, drink and see the cool things we're working on.

## HOLIDAY CELEBRATION /

Holiday time in the office is (wait for it) legendary, with parties, gift exchanges and other festivities.

## EMPLOYEE RECOGNITION /

IK recognizes employee excellence with treats such as beach days and omelet bars, and we've been known to throw showers for soon-to-be parents and couples about to tie the knot.

## REGULARLY SCHEDULED ALL-HANDS MEETINGS /

Socialize with your co-workers and hear exciting news about your department and the company... over lunch, of course.

## TEAM BUILDING EVENTS /

Games are a plenty in the office. Challenge your co-workers to a game of ping pong, play Dance Dance Revolution on our Xbox 360 with Kinect, or participate in the "egg drop" challenge. Can your team safely deliver an egg to the ground from a two-story building?

## HAPPY HOURS /

Relax and take the load off every other Friday at 4 o'clock, food and drinks on the house. Socialize with your co-workers, reflect on the week's accomplishments, and share your weekend plans.

## MOVIE DAYS & EPIC EVENTS /

Every quarter, IK gathers to watch a movie over a long lunch in the conference room. We've also been known to broadcast televised events like the Olympics and the World Cup Championship so you don't miss out while you're at work.





# The IK Way

Here at InterKnowlogy, we seek to develop a spirit of teamwork; individuals working together to attain a common goal. Our culture is to promote innovative thinking in an open, honest, supportive environment filled with collaboration.

To do so, we aim to keep our employees healthy and happy with a comprehensive benefits package and loads of extra perks.

InterKnowlogy was chosen by the San Diego Business Journal as one of the “Best Places to Work in San Diego” because every member of the team discussed, in a confidential survey, why IK is the best place to work.

That makes us smile.

Once you start working at IK, we’ll provide you with more information regarding benefits, services and programs available to you. In the meantime, please contact an HR representative for additional information.

