

# Employee Benefits

Bridging your Professional and  
Personal Wellbeing and Priorities

At Comply365, we take a comprehensive approach to our employee benefits. From work-life balance to health and wellbeing, and planning for the long-term to an inclusive culture, we want all employees to feel supported in life and in their career.

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## Work-Life Balance



### **Flexible Remote-First Working Environment**

allowing you to choose how and where you work. Employees can work from home, work in a Comply365 office, or work a hybrid schedule.



**Unlimited PTO** to rest, recharge, and spend time with loved ones.



**Public Holidays** to enjoy time away to celebrate.

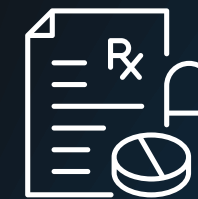


**Leave of Absence** in recognition of employees' need to take time away from work due to health and safety, family needs, and civic responsibilities.



**Paid Parental Leave** so you can be with your family without having to think about work.

## Health and Wellbeing



**Medical/Rx** Copay and HDHP plans to fit the evolving needs of our employees and their families.



**Dental** PPO plan that includes regular checkups, cleanings, basic and major services, as well as orthodontia benefits for dependents up to age 19.



**Vision** plan for routine eye exams and a generous allowance for contact lenses/glasses.



**Employee Assistance Program** providing access to a wide range of no-cost services to assist with financial planning, legal assistance, and mental health care and wellness needs.

## Planning for the Long Term



**Retirement Plan** with company match allowing you to save for your future.



**Life Insurance** to help provide for your loved ones if something were to happen to you.



**Income Protection** including both short- and long-term disability benefits for non-work-related injury or sickness.



**Critical Illness & Accident Plans** to assist with out-of-pocket costs due to unexpected accident or diagnosis of critical illness.



**Flexible Spending Account** to set aside pre-tax dollars for qualified healthcare and dependent care expenses.



**Health Savings Account** to set aside pre-tax dollars for qualified healthcare expenses if enrolled in HDHP health plan.

## Inclusive Culture



**Culture of Celebration** built upon our core values, recognizing and rewarding the hard work and dedication of our team.



**Professional Development** programs to support and help build a meaningful career.



**Employee Engagement Committee** focused on teambuilding, social activities, and developing and enhancing employee programs.



**Social Events and Games** because we don't just come to work to work, we come for community and connection. We work hard, but also have a lot of fun along the way.



**Charitable Giving Program** to support non-profit organizations in the communities in which we live and work across the globe.



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