

EMPLOYEE BENEFITS

Advantage has designed a comprehensive suite of employee benefits to support your well-being, growth, and work-life balance.

From health coverage to retirement planning, explore the valuable resources that help you thrive both personally and professionally.

- ✓ **Insurance Coverage**
- ✓ **Employee Discounts**
- ✓ **Retirement Planning**
- ✓ **Paid Parental Leave**
- ✓ **Career Development**

Overview



Health Coverage

We provide every Advantage employee with a variety of comprehensive health care coverage options, including medical, dental, and vision services, to ensure you and your family's well-being is supported at every stage of life.



401(K) Retirement Plan

Employees are eligible to contribute to the 401(k) plan after completing one year of employment. At Advantage, we offer a safe-harbor 401(k) plan, which includes a generous company match to eligible employees.



Pet Insurance

Our pets are important to us! Enroll in one of our Wagmo Wellness plans to receive discounted rates and payroll deducted premiums on regular pet care services like routine exams, vaccines, grooming, etc.



Paid Time Off & Holidays

All full-time Advantage employees start with 17 days of paid time off and 9 company holidays annually. Time off is accrued throughout the year, but will be prorated in the first year of employment.



Additional Voluntary Benefits

We offer a variety of voluntary benefits, including HSA, FSA, dependent care FSA, short- and long-term disability, accident, hospital indemnity, critical illness, identity protection, and legal assistance.



Life Insurance/AD&D

The company provides all full-time employees with \$15,000 of life insurance coverage. Advantage employees also have the option to purchase additional life and AD&D coverage as desired.



Paid Parental Leave

New parents are eligible for two weeks of paid parental leave to help ease the transition to caring for their newborn, newly adopted, or newly placed child.



Work/Life Balance & Flexibility

Advantage team members enjoy remote, hybrid, or in-office work environments. We also host full-time employees for a celebratory in-person event each year!

“As an employee of Advantage, you are very important to our collective success, and your contributions cannot be overstated. Our goal is to deliver the finest-quality solutions to our clients while offering you an outstanding and enjoyable environment to grow both personally and professionally.”

— David Gardner, Advantage CEO



Learning Management System

To encourage continuous learning and support employee development, we provide access to a robust LMS platform.



Generous Referral Bonus

Advantage delivers a monetary reward of \$2,500 when an individual you've recommended is hired by the company.



Employee Assistance Program

Advantage provides access to an EAP that offers a variety of clinical services and technologies to help employees and their families meet daily challenges and manage difficult situations.



Employee Perks Program

Our Employee Discount Program puts our purchasing power to work for you! Enjoy discounts on dining, travel, entertainment, cell phones, computers, and other electronics.

