

## **Saberex offers nine employee compensation programs for special employee achievement:**

1. Special quarterly incentive earned compensation.
2. Saber stock employee ownership for all SabeRex employees.
3. % of net bonus for SabeRex managers who possess and embrace an owner's commitment to their business entity.
4. Sales commissions for SabeRex sales personnel and project managers.
5. A matching 401k program for all eligible employees.
6. \$500 annual educational reimbursement for all SabeRex employees and \$1,500 for job related college expense reimbursement.
7. Special winter holiday bonus for all SabeRex employees.
8. "Shared success" special cash employee bonuses.

## **SabeRex employee benefits programs are designed to provide comprehensive coverage for healthcare, personal and professional growth, and long term financial planning.**

- Health
- Dental
- Vision
- Life insurance
- Long-term disability
- Short-term disability
- Matching 401k
- Educational Reimbursement
- Employee assistance program
- Pharmacy
- Health care flexible spending account plan
- On-line courses (training & development benefits)

## **Shared success philosophy**

Every new SabeRex employee receives two Saber Stock certificates. One for their TEAM and one for the company, SabeRex Group, LTD.

January events includes SabeRex's founders day celebration where additional Saber Stock is issued to employees for special achievements, special community participation, innovative contributions, and exceptional leadership.