



# Why SHI?

2022 Benefits & Culture Guide for Potential Employees

Every current SHI employee has sat where you are today and asked themselves the same two questions:

**“Am I a good fit for SHI...and...is SHI the right fit for me?”**

# We Are SHI

## SHI at a Glance

We're a global team of 6,000+ ridiculously helpful innovators, representing a variety of backgrounds - all specializing in different areas of the technology landscape driven to help organizations succeed. On paper, we're known as Account Executives, Integration Center Technicians, Solution Architects, Systems Engineers, and Licensing Specialists, but to our customers, we're much more!



\$12 billion in annual revenue



6,000+ employees



30+ locations around the world



Named "Best Place to Work" nine times



Largest woman-owned business in America



30-year history of promoting within



**THAI LEE**

**President & CEO**

Asian Pacific American Woman-Korean Owned  
#1 Woman Owned // #1 Diverse Woman Owned

## SHI's Pledge to Diversity, Equity and Inclusion (DEI)

The power of diverse voices and communities in creating a more inclusive workplace

Our success can only be achieved through the diverse voices comprising SHI's core values. Where everyone - regardless of background or status - has a seat at the table in determining how to best serve our communities and customer's inherent needs.

# Benefit Overview

US employees only

SHI provides a fun and supportive environment for exploring your career goals. We are invested in uplifting and supporting employees' holistic wellness, which reflects in our benefits program.

## Physical

### Insurance:

- Medical Insurance
- Vision Insurance
- Dental Insurance
- Quick Care
- Pharmacy Benefits
- Aetna Resources
- Health Advocacy

### Disability:

- Short Term Disability
- Long Term Disability

### On-site Gyms

### NOOM Weight

### Wellworks Wellness Program

## Mental

### Healthy Minds Workshops

### NOOM Mood

### Life Assistance Programs

### Time Off/Holidays

## Financial

### Retirement Savings

### Pre-Tax Savings Accounts

- Health Savings Account (HSA)
- Healthcare Flexible Spending Account (FSA)
- Dependent Care Flexible Spending Account (FSA)

### Commuter Benefits

### Life Insurance

## Culture

### Employee Resource Groups (ERGs)

### Employee Advisory Committees

### Clubs & Teams

### Sports

### Giving Program



# Physical Wellbeing

## Medical Insurance

### Aetna POS Plan:

- No in-network deductible
- Preventative care 100% covered in-network
- No referrals needed

### Aetna POS HDHP Plan

- Qualified High Deductible Health Plan
- Preventative care 100% covered in-network
- No referrals needed

### Quick Care

- **Telemedicine:**  
Plan a virtual video or audio-only visit through TelaDoc with a licensed doctor 24/7
- **MinuteClinic:**  
Schedule a visit at a CVS MinuteClinic or walk in to see an experienced practitioner
- **Urgent Care:**  
Get quick, accessible care for more severe symptoms

## Aetna Resources

- Family resources like pregnancy planning & maternity support
- Personal health guidance like condition management coaching and preventative health schedules
- Discounts for home medical products and fitness & weight management

## Vision Insurance

### EyeMed:

- National network of providers under the Insight Network
- Comprehensive eye exams every 12 months

## Dental Insurance

### Delta Dental of NJ

#### Plan Type: PPO Premier

- Basic cleanings covered 100% (2 per year)

## Pharmacy Benefits

### CVS Caremark in partnership with RxBenefits

- Network of over 60,000 pharmacies nationwide in the CVS Caremark National Network
- Best-in-class member services



# Physical Wellbeing (cont.)

## Health Advocacy

New York Life Health Advocacy Services offers employees expert assistance with a wide range of healthcare and health insurance issues, from negotiating medical bills to locating services and coordinating with providers.

## Short-Term Disability

### NY Life

Disability insurance pays a portion of your salary if you are unable to work due to a covered disability.

(Benefit is not available NJ, CA, RI, HI)

## Long-Term Disability

### NY Life

Long-term disability pays a portion of your salary if you're unable to work for an extended period of time due to a covered disability.

## Wellworks Wellness Program

SHI has partnered with Wellworks For You to offer a comprehensive Wellness Program to enhance the quality of our employees' lives and inspire employees to make a commitment to become healthier. Through participation in SHI's Wellness Program, employees can gain an understanding of their health, areas to improve, impacts of good decision-making, and how habits affect overall health.

SHI's Wellness Program provides participating employees with the opportunity to receive a credit towards their medical premiums through an initial wellness assessment and completion of compliance requirements. To remain compliant, employees must take steps each year to renew.

## NOOM Weight

NOOM Weight empowers you through the power of psychology. NOOM helps you understand the “why” behind your eating habits, so you can lose weight—and keep it off. NOOM provides bite-sized lessons and tools designed to help you hit your goals at your own speed.

## On-Site Gyms

SHI offers a full Fitness Center out of our headquarters in Somerset, NJ, the Integration Center in Piscataway, NJ and the Austin, TX office. SHI also offers the additional offerings below:

- Personal Training
- Group Classes (Austin Only, Somerset Office to have in October 2022)
- Fit Check (FC)
- Personal Exercise Program (PEP)

# Financial Wellbeing

## Retirement Savings

### Fidelity Investments

Employees can choose a traditional 401(k) or Roth 401(k), with a variety of investment options from which to choose. SHI matches 50% of the first \$4,000 that an employee contributes in a calendar year. Employees are vested in SHI's matching contributions over a five-year period.

### Vesting Schedule

1st year: 0%	4th year: 60%
2nd year: 20%	5th year: 100%
3rd year: 40%	

## Life Insurance

### NY Life

Employees are eligible for complimentary life insurance with AD&D and have the option to apply for additional life insurance.

## Commuter Benefits

### HealthEquity

- Commuter Parking Accounts help you save on qualified parking expenses as part of your daily commute to work.
- Commuter Transit Accounts help you save money on qualified public transit expenses, including train, subway, bus, ferry, or vanpool, as part of your daily commute to and from work.

## Healthcare FSA

### HealthEquity

You decide how much to contribute to your healthcare FSA up to the maximum each year. The money becomes available upon your effective date of coverage and is deducted evenly throughout the year.

## Dependent Care FSA

### HealthEquity

Dependent Care FSAs help you save on the expenses of care and supervision of dependents, such as daycare, before and after-school care, day camp, and elder care.

## Health Savings Account

- Employees who participate in our Aetna POS HDHP Plan and meet certain federal requirements are eligible to contribute to an HSA
- Money contributed to your HSA stays with you throughout your career and after you retire
- The money in your HSA gains interest and once you reach a certain account balance, can be invested

# Mental Wellbeing

## Healthy Minds Workshop

- SHI employees are invited to attend meaningful workshops hosted by modern mental health experts
- The Healthy Mind Workshops are video lessons to empower fundamental mental wellness learning, spanning topics of stress and burnout to emotions and relationships
- Each topic is less than an hour in total, and then shared to a library for easy view access later, broken into bite-sized 10-to-15-minute chapters that you can watch at your own pace

## Time Off/Holidays

Vacation may be used as personal time to allow the employee to rest, relax or pursue special interests, to recover from or treat an illness or injury, or for legal, medical, or other personal business appointments that can only be scheduled during business hours.



## Life Assistance Program

- The Life Assistance Program (LAP) is provided at no additional cost to SHI employees and their immediate family members
- LAP can help you with many kinds of support, including child care, elder care, counseling for family or personal issues, and assistance finding local support services
- All services are free, confidential, accessible 24 hours/day, 365 days/year. Should you require services beyond the scope of the program, the Life Assistance staff coordinates referrals to appropriate resources as needed

## NOOM Mood

- NOOM Mood equips you with tools to better manage daily stress and anxious feelings
- NOOM offers a step-by-step way to develop emotional awareness, build effective stress response mechanisms, and increase overall stress resilience
- NOOM provides bite-sized lessons and tools designed to help you hit your goals at your own speed

# Culture

## Career Mobility & Development

At SHI, we have a long history of promoting from within – a practice that has greatly contributed to SHI's success. Our Career Development Program offers professional development opportunities to help employees grow and plan a successful future with SHI.

### Career Development Events

- Education on a variety of career paths
- Review of internal promotion opportunities
- Advice on career navigation problem solving, and advanced foundations for scaling business

### Information Sessions

- Spotlight on various departments within SHI
- Featuring department leaders discussing job opportunities and planned department growth

### Career Mobility Sessions

- Professional networking advice
- Education on marketing yourself internally & externally
- Individual career counseling sessions

### Leadership Training

- Elite, highly competitive program for those aspiring to leadership
- Learn leadership fundamentals with real-world experiences

### High Achievers Training

- Competitive program for individual contributors seeking advanced skills
- Learn about strategic thinking, innovative problem solving, and advanced foundations for scaling business

## Employee Advisory Committee

SHI's employee advisory committee, **Fusion**, fosters an inclusive, productive, and unified community that reflects the unique experience of all.





# Culture (cont.)

## Clubs & Teams

SHI International Corp employees have a wide variety of interests and we offer many clubs and organizations.

- **Clubs:** Toastmasters, Book Club, Garden Club
- **Teams:** Hiking, Soccer, and Softball in the spring

## Giving Program

SHI International Corp is dedicated to giving back to the communities in which we work and live. Our mission is to support our employees in their efforts toward events that create an improved and successful extension of the SHI family. SHI will match up to \$2,500 in giving requests in the interest of giving back to the community and supporting our employees' efforts.

## Volunteering

- Volunteering in the community is important to SHI. Employees are welcome to share volunteering opportunities and involve other employees
- The SHI Community Garden is an engaging way to interact with SHI colleagues, surrounding neighborhoods, and schools. The garden boasts of vegetables, fruits, herbs, and flowers. All produce planted can be taken back home with you

## Employee Resource Groups & Culture Committees



**Black Culture Collective:** To uplift, empower, and improve the experience of Black individuals within SHI and the community through leadership, education, professional development, and partnerships with allies.



**Embrace:** We are here to support one another to find and be the truest, best version of themselves. We intend to do this through mindful knowledge sharing, community-based resources, and inclusive events and programming.



**WiSH:** The WiSH mission is to connect and celebrate the diversity of women in technology. Our goal is to provide events and different forums throughout the year that inspire, empower – and encourage collaboration – among all SHI employees.

### LatinX & Hispanic Culture Committee:

Employees who meet monthly to discuss and celebrate Hispanic heritage topics and events.

### Asian American & Pacific Islander

**Committee:** Employees who meet monthly to discuss and celebrate Asian American and Pacific Islander heritage topics and events.