



WorkingVet Benefits Brochure

WorkingVet strives to provide consistent and high-quality employment benefits to our full-time employees. All benefits are subject to change based upon the sole discretion of WorkingVet management.

Annual Break-up

Approximately: 1880 client-billable hours per year + 120 hours Paid Time Off (PTO) accrued per year for 1880 client-billable hours + 80 hours (10 days) federal holidays.

40 billable hours in the professional work week. Overtime will be paid at the regular W2 hourly rate per your employment contract. Any overtime must be pre-approved in writing by the customer and your manager at WorkingVet.

Pay Roll

You will be paid twice a month based on two pay periods: 1-15th of the month and then 16-end of the month. Timesheets are due on the 15th of every month and the last day of the month.

Paid Time Off (PTO) and Federal Holidays

PTO benefit starts to accrue from the start of employment ("day 1"). However, as a professional consultant, we encourage you to be mindful of the use of PTO in the first few months. All PTO must be pre-approved by the customer and your supervisor.

- 120 PTO hours earned per year. PTO hours are earned for every hour worked. Maximum 40 hours of PTO can be carried over to the next calendar year. You can only carry a max of 160 hours PTO balance at any time.
- 10 Federal Holidays: if your customer observes more federal holidays, you will have to use your PTO to take that day off.
 1. New Year's Day
 2. Martin Luther King, Jr. Day
 3. Presidents' Day
 4. Memorial Day
 5. Independence Day
 6. Labor Day
 7. Columbus Day
 8. Veterans Day
 9. Thanksgiving
 10. Christmas Day

401k Plan

This is not a complete description - you must see plan documents for full disclosure.

You are eligible to participate in the Plan if all the following conditions are met:

- You are a current employee of WorkingVet,
- You've been employed with WorkingVet for at least 3 months (generally including periods of employment prior to any Breaks in Service, described in details in plan documents), and
- You've reached age 21

4% employer match for your contribution vested each year.

Post-tax and pre-tax Roth 401k available as of 2023.

Health Insurance

We offer the following United Healthcare plans for the 2026 benefits year which runs from Feb 1, 2026 to Jan 31, 2026. Please click on links for plan details. Spouse and dependent premiums are not subsidized by WorkingVet.

Plan 1	Plan 2
Blue Options Bronze (HSA Eligible) 6000	Blue Options Gold (HSA Eligible) 2000

Dental and Vision Insurance

Dental Plan	Vision Plan
UnitedHealthcare Plan A7976	UnitedHealthcare Plan S106V

Recruitment Referral Bonus

We offer \$500 for each referral if that referral results in an employment offer from WorkingVet and if the referred employee performs satisfactorily for 3 months.

This brochure is being provided as a synopsis. Please refer to the appropriate plan documents for full details.