

Grow Professionally & Thrive Personally with Perficient.

We're a global digital consultancy filled with smart and highly skilled people helping the world's biggest brands connect with customers and grow their business.

We bring diverse perspectives, knowledgeable insights, and dynamic mindsets to our global community. As a Perficient colleague, you'll have the power to make an individual difference and collective impact on the world.

At Perficient, you'll have access to the following resources and more:



Learning center and free online learning subscription



Wellness center



GROWTH FOR EVERYONE

Celebrating our colleagues' career growth



Community focused on education, connection, and career growth for women and their allies



Community dedicated to growing and celebrating colleague and company philanthropy

PERFICIENT'S PEOPLE PROMISE

Perficient promises to **challenge, champion, and celebrate** our people. Join us, and you'll become a part of something truly special.

Experience the great benefits Perficient has to offer

Health and Wellness

- No long waits to enroll! Benefits begin on the first day of the month following your hire date.
- Two health insurance options, (PPO, HDHP), offering comprehensive and preventative coverage with a strong, wide-ranging network of providers
- Robust prescription plan
- Telemedicine options with 24/7 access to board-certified doctors
- Dental benefits
- Vision benefits
- Benefits decision making tool
- Future Moms Program
- Health trackers
- 24/7 Nurse Line

Company-Paid Benefits

- Basic life insurance
- Short-term Disability insurance
- Long-term Disability insurance
- Employee Assistance Program
- Free 24/7 confidential support, counseling, health seminars, tobacco cessation, financial advice (with discounted tax planning/preparation) and more for the employee and all household members

Retirement

- 401(k) savings plan with company match
- Employee Stock Purchase Plan
- Post-tax Mega Roth program

Family Leave Benefits

- Short-term Disability, Perficient offers an eight-week paid maternity benefit for the mother's recovery.
- Perficient provides two-week parental leave for all new parents.

Tax-Favored Reimbursement Accounts

- Three types of Flexible Spending:
 - Flexible Spending Account
 - Limited Purpose Spending Account
 - Dependent Care Flexible Spending Account
- Commuter benefits
- Health Savings Account with a company contribution

Additional Employee-Paid Benefits

- Supplemental employee life
- Supplemental spouse and child life
- Accidental Injury
- Critical Illness
- Hospital Indemnity
- Legal and identity theft service plans

Other Important Benefits

- Employee referral bonus for colleagues who refer qualified candidates
- Time Off – Perficient's U.S. Time Off Policies – Paid Time Off and Flexible Time Off – are designed to provide colleagues work-life balance and feel encouraged to use time off to refresh, recharge and renew.
- Paid holidays, in addition to time off
- Perficient Gives- charity payroll deduction program with company match
- A fun culture with opportunities to serve and participate on social engagement and professional development committees like book clubs, Agile methodology, and knowledge sharing
- Employee discounts program

The information included in this guide is intended as an overview only. It is not a complete description, nor is it a substitute for the applicable plan documents, summary plan descriptions, or insurance contracts. In all cases, the official plan documents govern and are the final authority on the terms of the benefit plans. The Company reserves the right to modify, amend, or terminate the benefit plans at any time and for any reason. Receiving this document or participating in Company benefits is not a guarantee of future or continued employment or benefits.



[MORE ON BENEFITS](#)



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