



Student Success. Your Success.

Starfish Retention Solutions, Inc. Employee Benefits

At Starfish, our team is passionate about helping academic institutions engage, motivate and retain more students. It is our commitment to people that drives our principles. Whether we are working with users, clients, partners, or our team, we always put the needs of people first. To succeed at Starfish, you need to love solving challenging problems, enjoy being yourself, thrive by working with the best, and have fun along the way.

As a young company, we're proud to offer our employees a wide range of benefit programs that reflect the diverse needs of our staff. The package includes healthcare benefits, savings plans and work-life balance.

Medical Benefits

Starfish offers medical coverage for individuals and their eligible dependents. The multiple plan options enable individuals to make the best decision to meet their healthcare needs. Coverage is effective 30 days after the first day of employment.

Retirement Savings Plans

Starfish recognizes that individual planning for retirement is critical. Therefore, we offer a 401(k) program with multiple investment options to help employees save for their retirement. Employees are eligible to participate 30 days after the first day of employment.

Pre-Tax Benefits

Pre-tax benefit programs are designed to help lessen the financial burden by enabling employees to set aside pre-tax dollars to pay for eligible expenses for out of pocket health care and dependent care. Employees are eligible to participate 30 days after the first day of employment.

Work-Life Balance

In keeping with our culture that promotes work-life balance, Starfish provides family-friendly policies and programs that help our employees achieve the right balance between work and life outside of Starfish.

- Eight Paid Holidays
- Two Floating Holidays
- Fifteen Days Personal Time Off (PTO)
- Employee Assistance Program (EAP)

Learn More

For additional information, please contact us at **703.260.1186** or visit **www.starfishsolutions.com**.

HOLIDAY SCHEDULE

- New Year's Day
- Martin Luther King Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day (and Friday)
- Christmas Day

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