



XAVIANT®

## PERKS AND BENEFITS

### FLEXIBLE WORKING HOURS

The structure of most work days can be adjusted to fit your needs when necessary thanks to our philosophy on flexible working.

### HIGHLY COMPETITIVE SALARIES

Here at Xaviant we are committed to offer highly competitive salaries and ensuring that we stay ahead of the industry through regular benchmarking.

### HOLIDAYS

7 paid holidays (and we're closed the week of July 4th and the week between Christmas and New Year's Day)

### FREE PRIVATE HEALTHCARE

We want to ensure our staff are always offered the best health service available. To that end, all full time employees are offered free private healthcare with the option of adding their family members to the policy at a reduced cost. We also provide benefits coverage for domestic partners.

### RETIREMENT PLANNING

At Xaviant we want to ensure our employees will be prepared for life after Xaviant. In doing so we have set up a Safe Harbour 401k plan, in which the company will automatically contribute 3% of an employee's salary into a 401k plan whether the employee contributes or not!

### EMPLOYEE COVERED INSURANCE

Accidents can happen, and we would like to make these burdens a little easier for our employees to handle. Xaviant will cover Life Insurance, Accidental Death & Dismemberment, Short Term Disability and Long Term Disability for its employees.

### FRESH FRUIT SNACKS AND CHICK-FIL-A

We all get a little snacky during the day. Employees can feel free to pop into the kitchen at anytime and grab fresh fruit, snacks, soda, coffee, or tea for free. Who doesn't love Fridays? Well at Xaviant we celebrate the monumental occasion with catering delicious Chick-Fila Breakfast items!

### TRAINING

Xaviant is dedicated to growing the skill set of our employees. From trainings through the GDC vault, to our impressive games library, we want to help our employee remain on the cutting edge of industry.

### TEAM BONDING & SOCIAL EVENTS

We like to see our employees have the opportunity to spend time with each other outside the office and in a social environment. To facilitate that Xaviant sponsors a company softball team & kickball team. We also host an annual holiday party, summer family picnic, and whirlyball competition.