



Employee Benefits

Administaff

Blue Fish relies on Administaff, one of the world's leading professional employer organizations, to administer our benefits and payroll. In addition to the benefits listed below, Administaff provides direct deposit, a 529 College Savings Plan, Dependent Care Flexible Spending Account, and Adoption Assistance. Employees can view paycheck stubs and access other Administaff services through a web-based portal.

Insurance

- Blue Fish pays 100% of the employee's health insurance premium and 75% of the premium for the employee's dependents (including domestic partners).
- United Healthcare is our health insurance carrier and offers both an HMO and a PPO plan. United Healthcare offers a large network of doctors in the Austin area.
- United Healthcare also provides Dental, Vision, and Basic Term Life Insurance.
- Coverage becomes effective the first day of work.
- A Health Care Flexible Spending Account Plan is available.
- Additional Life Insurance Coverage is available for employees at 1-6 times their annual base salary. Life Insurance Coverage is also available for the employee's spouse and children.
- Personal Accident and Disability Insurance is available.

401(k)

- Employees can begin contributing up to 25% of their salary on their first day of employment to a plan administered by Administaff.

Profit Sharing

- Each employee is awarded a number of "profit sharing units" which vest in six month increments. Participants will be fully vested 3 years from their hire date.
- Profit sharing is distributed at the end of the year. The size of the profit sharing pool is determined by management.

Professional Development

- Blue Fish budgets money and time for the professional development of each employee.

Additional Benefits

- 3 weeks paid vacation per year.
- Paid parking.
- Occasional company fun days and regular company happy hours.
- The Blue Fish office overlooks Austin's world famous Sixth Street.

Note: All benefits and policies are subject to change.