

Careers

At Sharp Labs people are our most valuable resource. Sharp is proud to offer a comprehensive package of benefit programs that reflect the diverse lifestyles of our employees. To assist you in achieving your personal and family goals, Sharp offers a wide range of benefit plans, programs and policies that are designed to help enhance the quality of life for you and your family. For example, we provide individual and family health care and insurance protection requiring only a minimal contribution on your part. As a whole, Sharp's benefit program remains one of the best in the High Technology industry.

We continually monitor and improve our plan design features and choices so that they will keep pace with the ever-changing needs and expectations of our employees.

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Coverage

Most Sharp benefits outlined below cover the employee, spouse or domestic partner, and eligible children or dependents.

Health Benefits

Medical Care

Sharp Labs provide the following medical plans to you and your family members:

Preferred Provider Organization (PPO) - CIGNA

The PPO options features a network of doctors, hospitals where you can go to any provider with unlimited choices.

Health Maintenance Organization (HMO) – Kaiser

A health maintenance organization (HMO) is a type of Managed Care Organization that provides medical coverage at a reduced rate. With HMO members select a primary care physician, a doctor who acts as a "gatekeeper" to medical services.

Prescription Drug Coverage

Sharp prescription drug coverage is included in the medical plan. We also offer a cost saving Tel-Drug mail order program.

Vision Coverage

Vision care coverage is provided by VSP. Services include eye exam and frames, lenses or contacts – generally, one set of either per 12-month period for each covered person. Choose from a network of preferred providers.

Dental Coverage

Delta's network contains 2 separate in-network options for selecting a dentist. Both plans include orthodontia services.

Health Care Flexible Spending Account

This benefit lets you lower your taxable income by reimbursing yourself for eligible and out-of-pocket medical, dental, and vision expenses, on a pretax basis. You may contribute in your Flexible Spending Account up to \$3,500 per year.

Healthy Rewards

Employees are eligible to receive special savings on chiropractic services, acupuncture, therapeutic massage, vitamins & herbal supplements, and non-prescription health & beauty products through our medical programs. The employee and all of his/her covered family members are eligible to participate in this program.

Income Protection

Life Insurance

Sharp provides Life Insurance to their employees at no charge. Exempt coverage is 1.5 x Annual Salary. Non-exempt coverage is \$35,000.

Employee may also purchase, at their own cost, optional life insurance for themselves and dependents.

Disability Income

Short Term Disability is provided at no cost to the employee. This plan provides income protection during periods of temporary disability caused by an illness or injury that is not work-related. Maximum benefit is 26 weeks (employee only). Exempt receive 100% pay and non exempt receive 75% pay.

Long Term Disability may be purchased by employees for a very low monthly cost. After 26 weeks of total disability, employees receive 60% of covered compensation to a maximum monthly benefit, in coordination with state benefit.

Retirement

The Savings and Investment Plan - 401(k) Plan

To help you reach your future financial goals, the place to start is with the company's saving and investment plan. Our Charles Schwab 401(k) Plan features:

- Deferred tax savings – 2% to 50%
- 100% company match on the first 2% plus 50% of the next 4% you defer (total of 4% match when you contribute 6% pre-tax)
- Catch-up contribution for employees aged 50 or older
- Accelerated 3 year vesting (50%, 75%, 100%)
- Multiple investment options to choose from.

Time Off From Work

Holidays

Employees are eligible for holiday pay as of their date of hire. The company observes 11 holidays, which typically includes the following:

- New Year's Day
- President's Day
- Good Friday

- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- New Year's Eve

Personal/Floating Holidays

In addition to the holidays listed above, each employee gets two personal holidays each calendar year.

Vacation Days

Each employee accrues 13 vacation days in each of the first 4 complete years of service; 15 days are accrued beginning in the 5th year. Vacation days are accrued on a calendar year basis. Employee receives 10 days prorated within the first year of service.

Sick Days

Sick leave is available to all employees.

Additional Benefits

Award Winning Employee Assistance Program

The Employee Assistance Program (EAP) offers counseling, information, and administration for all employees on a confidential basis. The EAP is available for voluntary calls from employees about substance abuse, violence at home or at work, support for critical life events and other sensitive situations. The EAP also assists managers who have employees with these troubles to obtain "how to handle it" advice for themselves plus referrals for the employee. Additional services:

- Toll free 24/7 confidential access to clinicians for Work/Life related problems 1-877-622-4327.
- Up to 3 face to face visits per year per problem with an EAP provider.
- Child Care, Elder Care, and Legal Referrals.
- Adult Life Services, Financial Services, and Educational Services. Access to Resourcenet.com, an On-line service which includes self help materials, and other programs

Dependent Care Flexible Spending Account

This benefit lets you lower your taxable income by reimbursing yourself for eligible day care or home care expenses for your dependent child or a disabled parent, spouse, or other dependent on a pretax basis – up to \$5,000 per year, per household.

Company Store

Sharp Electronics manufactures a variety of consumer products that employees can purchase at a discount.

Discount Offerings and Services Available to Sharp

Sharp employees receive discounts on great products and services. Some of the discounts include:

- Computer & Electronics: HP, Apple, Circuit City, and Palm
- Automotive: Car Perks and Nissan
- Insurance: MetLife Auto & Home

- Wireless Phones: T-Mobile and Verizon Wireless
- Travel & Entertainment: Walt Disney World, Orlando Attractions, Disneyland, Universal Studios, Sea World-San Diego, and the San Diego Zoo

SHARP Scholarship Program

Sharp offers a scholarship program to employees eligible dependent children.

Tuition Reimbursement & Training Assistance

Sharp will reimburse tuition costs for employees enrolled in a degree program. The calendar year maximum for your tuition cost is \$5,250.00. Sharp will also pay the cost and associated expenses for pre-approved classes seminars, workshops, and classes.

Employee Referral Program - \$5,000.00

Sharp offers an employee referral bonus of \$5,000.00 if your referred individual accepts our offer of employment and has completed 6 months of employment with Sharp Labs.

On-site Masseuse

Sharp has a licensed masseuse on-site and available for a reasonable fee.

Personal Mail Pickup & Discount Shipping

If you need that letter or package mailed, just put it in the outgoing mail basket.

On-site Cafeteria

Sharp offers a full service cafeteria serving breakfast and lunch.

Credit Unions

Sharp offers credit unions memberships.