



# PEOPLE MAKING IT HAPPEN

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2020 BEST PLACES TO WORK



Rose Named Supplier of the Year



Rose Founder Inducted into WBE Hall of Fame



Rose Named a Top Bay Area Company for Supplier Diversity

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Serving all 50 states from branch offices across the U.S.

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## GET TO KNOW ROSE

Founded in 1993, Rose International is one of the nation's leading providers of Total Talent Solutions via our Workforce Solutions and Technology Solutions. We are a woman- and minority-owned business with 20+ offices and development centers across the U.S. We service companies and government agencies in all 50 states and offer thousands of opportunities across the numerous industries.

Rose International is an employee-oriented company. We offer challenging assignments, and strive to be with our employees long-term. We are committed to quality people and service. At Rose, we offer our employees the opportunity to join a highly-skilled, professional team.

## WHY ROSE

- Employee Oriented Company
- Long-Term, Challenging Assignments
- Highly Skilled, Talented Consulting Team
- Dynamic Marketing Team Exploring Your Next Project Opportunity locally or nationally
- Stability & Unmatched Experience
- Competitive salaries and comprehensive benefits package for a thoroughly rewarding lifestyle.
- Work-Life Balance

We are also proud and committed to helping Military Families via our Program Deployment to Employment (D2E) with the specific objective of increasing the hiring of military veterans, military reserves, and military spouses. Our program prepares veterans to apply and accept great positions with Rose and our clients. We offer resume analysis and workshops, skillset translation, interview preparation and more!

Employees of Rose International get the opportunity to work for some of the best corporations and government agencies across the country. We encourage our employees to showcase their skills, and take the time to find a position that is the right fit.

Rose International offers job opportunities in the following categories:

- Administrative and Clerical
- Business Professional
- Call Center
- Engineering
- Finance/Accounting
- Human Resources (HR)
- Information Technology (IT)
- Light Industrial
- Procurement/Supply Chain
- Sales/Marketing
- Telecom/Wireless



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## ABOUT ROSE BENEFITS & SERVICES

Benefits are an important part of your total rewards for working at Rose International. Rose offers a generous, comprehensive and flexible benefits package. Depending upon the classification i.e. Full time or Part time, you may be able to participate in all or some of the benefits listed below.

Classifications:

- **Hourly** - Non Exempt – Must work 30 hours or more per week.
- **Weekly Fixed** - Receives a predetermined amount of compensation for the work week regardless of number of hours worked.
- **Part Time** - Working 29 hours or less per week.

Quick Reference: Benefits Eligibility (E) Eligible (NE) Not Eligible				
Benefits	Full Time (Hourly)	Weekly (Fixed)	Part Time	Eligibility Date
Medical	E	E	NE	First of the month following 60 days of employment
Dental	E	E	NE	First of the month following 60 days of employment
Vision	E	E	NE	First of the month following 60 days of employment
Hospital Indemnity Plan	E	E	NE	First of the month following 60 days of employment
Critical Illness	E	E	NE	First of the month following 60 days of employment
Accident Coverage	E	E	NE	First of the month following 60 days of employment
Short Term Disability	E	E	NE	First of the month following 60 days of employment
Life/AD&D Insurance	E	E	NE	First of the month following 60 days of employment
401(k)	E	E	E	Eligible to enroll 24 hours after receiving first pay-check

## MEDICAL INSURANCE

Rose International offers PPO health plan, administered by Anthem® BlueCross and BlueShield.

**Prescription Drug Benefit** – You may save on copays and get up to 90-day supply delivered to your door with free standard shipping. It also includes automatic refills and renewals.

**Special Offers for you and your dependents** – Vision and Hearing, Fitness and Health, Pet Insurance, Discounted Gym Memberships, Weight Loss Programs such as Jenny Craig and SelfHelpWorks.



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**Medical Coverage during International Travel** – Health care coverage is available to benefits-eligible participants and their dependents while traveling outside the network area, whether in the United States or in a foreign country. Please review Blue Cross Blue Shield Global Core Program for more information.

**Wellness Program** – Coverage available through LiveHealth Online. Provides you with access to board-certified doctors and mental health professional at home or on the go 24/7.

**High Deductible Health Plan (HDHP)** – Rose offers a HDHP through Anthem. This plan protects you and your family from catastrophic medical costs. Preventative care costs are 100% covered under this plan.

**Health Saving Account (HSA) Anthem ActWise through PNC** – If you enrolled in the HDHP, you will be eligible to contribute towards HSA through payroll deductions. HSA funds are set aside pre-tax dollars to pay for medical, dental and vision expenses.

**Dental Insurance** - Offered for you and your family with no waiting period through BlueCross BlueShield Dental Blue PPO. It includes features such as Anthem Whole Health Connection – Dental, Accidental Dental Injury Benefit, Extension of Benefits, and International Emergency Dental Program at no additional cost to you.

**Vision Reimbursement Plan** - Offered through Anthem Blue View Vision. You will have access to the nation’s largest vision networks.

## VOLUNTARY BENEFITS

**Hospital Indemnity Plan** – This benefit is administered through Anthem. It provides a lump-sum, tax-free cash benefit to help pay for out-of-pocket costs and/or daily expenses like rent, food or transportation that come with a hospital stay that your health plan does not cover. You have the option to choose between a low plan or high plan.

**Critical Illness Coverage** - This voluntary benefit, administered through Anthem, helps minimize financial risk to you and your family by paying a lump sum cash benefit when you are diagnosed with a critical illness. You have the option to choose between 10,000 plan or 20,000 plan.

**Accident Coverage** - Similar to the critical illness insurance, accident insurance minimizes your financial exposure by providing a lump sum benefit when you experience an accident. This voluntary plan is administered through Anthem. You have the option to choose between a medium plan or high plan.

**Short-Term Disability Insurance** - You may not imagine yourself unable to work due to injury or illness, but it’s best to be prepared. Rose International provides basic short-term disability insurance through Anthem, at a marginal premium.

**Term Life/AD&D Insurance** – Rose International provides Life/AD&D insurance coverage through Anthem at a marginal premium. Employees can also purchase coverage for their family (Spouse and/or Children).



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## RETIREMENT BENEFITS – 401(K)

Rose International encourages employees to save for their future through a company sponsored 401(k) plan through Wells Fargo. Employees must be 18 years old, or older to participate in the plan.

Rose International will match up to 25% of the first 7% contributed to the plan (per paycheck, max of \$1,000 per calendar year) with vesting starting after 2 years of employment.

## LEAVE WITHOUT PAY (LWOP)

If you have not accrued personal time off, we've got you covered. Rose offers leave without pay for the following reasons pregnancy related, medical, military reserve, and jury duty. Please e-mail [HR@Roseint.com](mailto:HR@Roseint.com).

## SICK LEAVE

Rose International complies with all state and local laws requiring paid sick time for employees. If you have questions about whether your city or state requires paid sick time, please e-mail [HR@Roseint.com](mailto:HR@Roseint.com).

## ELIGIBILITY, ENROLLMENT & PREMIUM DEDUCTIONS

- All insurance premiums are deducted from payroll checks.
- Insurance enrollment information is sent via email, approximately 2 weeks after you begin your assignment/start date.
- If you decide to enroll, coverage will become effective the first of the month following 60 days of employment.

## RFRIENDS – REFERRAL PROGRAM

Rose International is constantly growing. Consequently, we are in a constant need for talented individuals who could be a good fit for our open positions. If you happen to know someone who might be interested (friend or a family member) you can submit/send their resume via email to [careers@roseint.com](mailto:careers@roseint.com) or your assigned Rose Recruiter. Please include your full name in the email when submitting referrals.

You will receive a gift card as a token of thanks when your referral successfully completes 45 days on an assignment in a full time position.

Candidates found and presented to Rose directly from a client, otherwise known as Payrolling/Pass-Through candidates are ineligible. **Candidates applying for contingent positions directly via a client career portal (whose application is reviewed by Rose International for that opportunity), otherwise known as Direct Source candidates, are also ineligible.**

Please contact [careers@roseint.com](mailto:careers@roseint.com) if you have any further questions.

## BENEFITS PREMIUM

### Medical

Premiums are age banded and depend upon other factors such as employee compensation and location. Please click on medical plan premium checker link below to determine your monthly premiums.

<https://www.roseint.com/NewHireDocuments/2021/MedicalBenefitChecker.xlsx>



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Dental	(Monthly Rates)
EMPLOYEE	\$35.41
EMP & SPOUSE	\$71.41
EMP & CHILD	\$66.72
FAMILY	\$115.20

Vision Reimbursement Plan	(Monthly Rates)
EMPLOYEE	\$2.73
EMP & SPOUSE	\$5.46
EMP & CHILD	\$5.60
FAMILY	\$8.33

## VOLUNTARY BENEFITS PROGRAM

Hospital Indemnity Plan	(Monthly Rates)	
	LOW PLAN	HIGH PLAN
EMPLOYEE	\$10.29	\$20.58
EMP & SPOUSE	\$21.36	\$42.71
EMP & CHILD	\$19.58	\$39.17
FAMILY	\$32.05	\$64.10

Accident 24 Hour Coverage	(Monthly Rates)	
	MEDIUM PLAN	HIGH PLAN
EMPLOYEE	\$12.87	\$17.82
EMP & SPOUSE	\$20.30	\$28.19
EMP & CHILD	\$21.68	\$30.34
FAMILY	\$33.99	\$47.47

### Short Term Disability

Premiums are age-banded and depend upon weekly benefit and monthly rate calculations for every \$10 of weekly benefit. Please contact Benefits department with further questions.

### Voluntary Life/AD&D Insurance

Premiums are age banded per \$1000 of coverage. Premium is calculated based on the actual benefit amount elected by the employee. Please contact Benefits department with further questions.

### Critical Illness Plan 10,000 And Plan 20,000

Premiums are age-banded and depend upon various factors such tobacco use, non-tobacco use. Please contact Benefits department with further questions.

\*Please note: The above benefits provided to Rose employees are in compliance with the ACA law. Benefits are subject to change as we continually strive to create/maintain a leading edge growth environment.

Last Revised: 11/19/2020