

NEW HIRE ON-BOARDING



SAFE Holdings, Inc. is an employee-focused company. Employees are as much a part of the business success as the revenue they help bring in, the technology they help implement and the future they most certainly make possible. Because of that, every employee will be treated with the same level of respect and appreciation. From Staff to Executives. Be it Day One or Day Two-Thousand and One.

HIRING PROCESS

- Application and/or Resume Submittal
- Hiring Manager Review and Interview
- Offer Letter or Growth Opportunity 90-Day Resubmittal Notice
- KYC Identity & Background Check Consent Form
- KYC Approval or Denial Letter
- Hiring Package Acceptance
- Corporate NDA Consent Form, Equipment Responsibility Agreement, Security Compliance, “A Safe, Healthy and Happy Workplace” Agreement
- “Welcome Package” plus video conference or in-person 1-hour Q&A with the owner

PAYROLL STRUCTURE

4-Tier Payroll Structure

- Base Salary: Minimum - \$85,000 USD | Maximum - \$250,000 USD
- Base Max ROI Invested: Minimum - \$15,000 USD | Maximum - \$50,000 USD
- Base Retirement: Company Matched Minimum – 3% | Maximum – 10%
- Base Quarterly Bonus: Minimum – 0% | Maximum – 400%

BENEFITS

Health/Medical

- Top Tier Coverage
- 100% Company-Paid
- \$0 Deductible | \$0 Co-Pay | \$0 Prescription Cost

Wellness Program

- Family Gym Membership – 100% Company Paid
- Organic Food/Beverage Groceries and Supplements – 25% Company Reimbursed
- Natural Mental Health Therapy – 100% Company Covered

BONUS: Monthly Wellness Objectives Met

- \$1000 Tax-Free Payroll Bonus (up to 3/month – (1)Mental, (2)Ext. Body, (3) Int. Body)
- Each Consecutive Month + 25% added to the Previous Month

Paid Time-Off

- Tiers 1 – 15 Days | Tier 2 – 20 Days | Tier 3 – 25 Days | Tier 4 – 30 Days
- Includes Vacation, Personal, and Sick

THE “PERKS”

Debt Relief Program

- *Tiers 1-2 – 50% of all Existing Debt Paid
- *Tiers 3-4 – 100% of all Existing Debt Paid

Worry-Free Employment

- The Company Does Not Terminate Employment without Cause or Reason
- Every Employee Given 2 Chances to be Successful
- *Tier 1 – \$250,000 USD Retirement Package Seeded
- *Tier 2 – \$500,000 USD Retirement Package Seeded
- *Tier 3 – \$1,250,000 USD Retirement Package Seeded
- *Tier 4 – \$5,000,000 USD Retirement Package Seeded

Quarterly Reviews

- Every 90-Days Employee Reviews
- Bonus Amount Decided
- Performance-Based Promotion Available

Company Provided

- Cell Phone, Tablet, and Laptop – Company Provided
- Home Internet – 75% Off Highest Speed Package
- +Vehicle, Maintenance Card, Gas Card – Company Provided

Corporate Retreat

- Twice Yearly All Expense Paid
- 1 3-Day Family Event
- 1 4-Day Team Building

* All Employees Must Successfully Make it Through a 30 to 60 Day Assessment/Probationary Period Prior to all Benefits and “Perks” to Activate. Following the Period, a 2 or 3 Year Employment Dedication Contract Must Be Signed.

+ Only Tiers 3 and 4. Exceptions can be Made.