

Career Development

SIM's Employee Investment

SIM knows that employee achievement, satisfaction, growth and development translate to company success, morale, growth and development. To that end, we are committed to providing our employees with opportunities for career development. Investing in employee growth and development is a top priority at SIM, Inc. We strongly encourage our employees to seek continuous education, training and career development. At SIM, career development is not a one time training course or education class; instead it is an ongoing process of growing both personally and professionally. We, at SIM, provide a work environment that fosters career and personal growth and satisfaction. The following programs and practices assist us in this ongoing endeavor.

- Tuition reimbursement
- Training reimbursement
- Certificate reimbursement
- Annual Performance Appraisal
- Internal Training
- Position Transfers/Promotions

Tuition Reimbursement

SIM offers to all exempt and non exempt employees who have completed three (3) months of employment tuition assistance to support the continuing education endeavors in pursuit of academic degrees. Reimbursement up to \$5,000 per fiscal year for tuition, books and certain fees are part of this benefit.

Training and Certificate Reimbursement

SIM sets up a generous training fund (Professional Development) for each of its employees who have completed six (6) months of employment. Payment for non-degree professional certification and development courses include training costs, books and fees. Employees are encouraged to maximize this benefit each year by taking training classes that are interesting, further their career development and broaden their knowledge base.

Annual Performance Appraisals

SIM strives to create an environment that supports and encourages clear and open communication and constructive feedback. Each employee is given an annual performance appraisal to encourage open communication, provide employees with performance improvement plans and to recognize and reward employee accomplishments. Also, the employee is asked to complete an annual Self Evaluation report to better understand the goals and needs of each employee.

Internal Training

SIM, Inc provides its employees internal training. The training is free and it is often provided during company time. SIM is committed to making learning accessible, motivating and educational.

Position Transfers/Promotions

SIM gives its employees the opportunity to learn, grow and advance their careers by promotions and transfers. We are firmly committed to growing our employees. Position transfers and promotions are a vehicle that increases the knowledge, motivation and satisfaction levels of our employees.

Benefits

SIM, Inc is committed to creating an employee environment that fosters professional development, as well as personal growth and satisfaction. Through our total compensation package, we offer our employees the means to reach these goals.

SIM offers a comprehensive benefits package that includes health insurance, dental insurance, life and supplemental life insurance, educational and professional training reimbursement, 401(k), disability insurance and much, much more!

SIM, Inc understands that to recruit and to retain the best and the brightest, we must continually offer benefits that meet our candidates' and employees' needs. Annually, we review our benefits to determine if the best possible packages are in place for the upcoming year.

Currently, we offer the following benefits:

- Medical Insurance
 - Prescription Plan
 - Vision Insurance
- Dental Insurance
- Paid Vacation Leave
- Paid Sick Leave
- Military and Bereavement Leave
- Paid Annual Holidays
- 401(k) Retirement Plan
 - Annual Company Match
- Life Insurance
 - Basic
 - Supplemental
- Professional Development
 - Tuition Reimbursement
 - Training Reimbursement
- Timely Travel Reimbursement
 - Parking
- Disability Insurance
 - Long Term
 - Short Term
- Holiday Party and Summer Events
- Workers Compensation
- Reward Programs
 - Merit
 - Incentive

