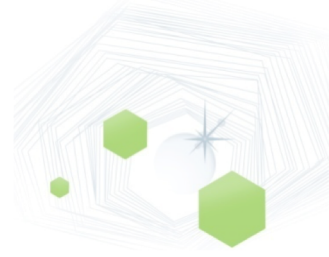
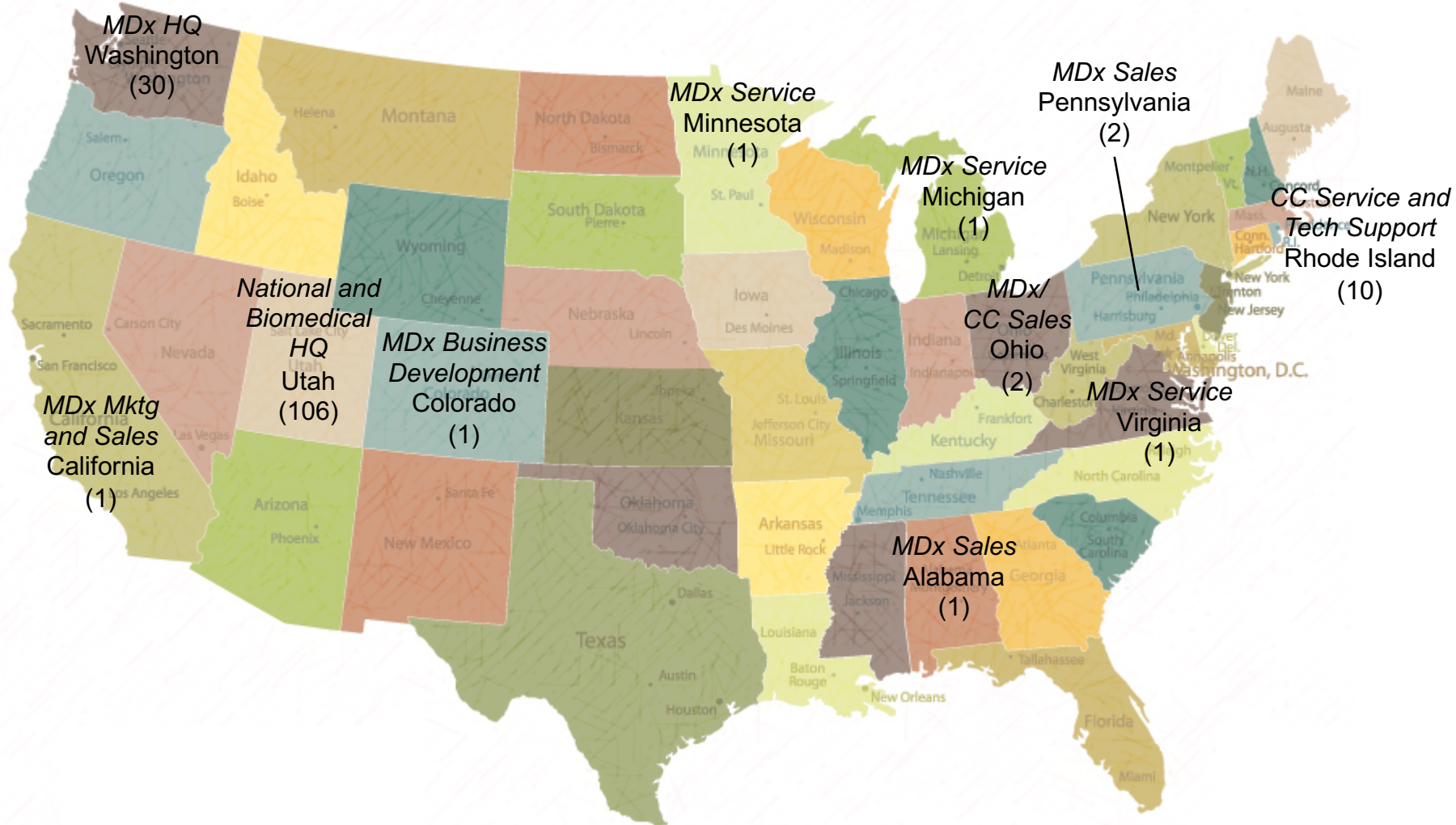


Company Culture



ELITechGroup Inc. Locations

11 Different States



Goal: Increase Employee Satisfaction/Maintain Positive Culture



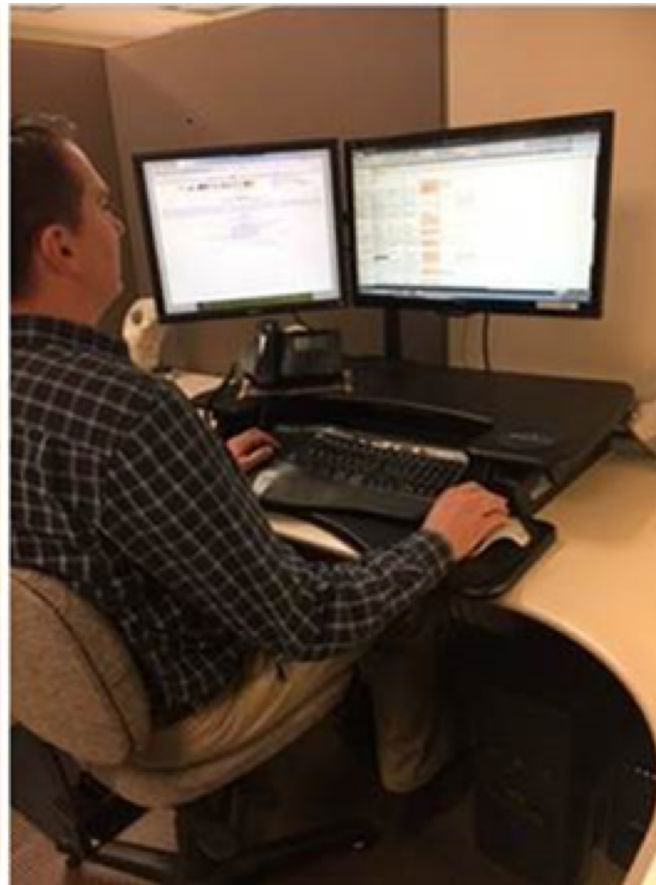
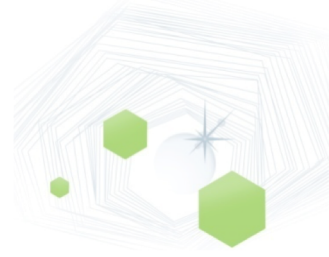
Employee Wellness Program



Bronze \$50 Cash Award	<ol style="list-style-type: none">1. Complete the Health Risk Assessment2. Complete 1 Challenge3. Complete Biometric Tests with Physician
Silver \$75 Cash Award	<i>Complete all Bronze requirements, plus</i> <ol style="list-style-type: none">1. Complete 1 additional Challenge2. Complete the Walking Team Challenge3. Complete 1 Action Plan
Gold \$100 Cash Award	<i>Complete all Silver requirements, plus</i> <ol style="list-style-type: none">1. Complete 1 additional Challenge2. Complete 1 Additional Action Plan



Standing Work Stations



Quarterly Employee Pulse Surveys

- ◆ Survey sent via Survey Monkey to all employees once per quarter.
- ◆ Surveys are 10 questions or less.
- ◆ Findings are disseminated and action plans are created.



Voluntary Time Off Program

◆ 4 Hours VTO match from company



Employee Discount Program



- ◆ Rolled out September 1
- ◆ Will monitor usage



Walt Disney World Theme Parks
Six Flags Theme Parks
Universal Studios
Busch Gardens
Papa John's
Target.com
Costco
Sam's Club
Sally Beauty Supply
Office Depot
Kohl's
New York & Company
Wyndham Hotels and Resorts



Company Culture

