



OUR ORGANIZATION

“TOGETHER AS
A **TEAM** WE
ACHIEVE GREAT
RESULTS”

leapfactor

We are a genuine, contemporary, and knowledgeable organization that develops breakthrough apps while unfolding the power of technology and meeting the demands of our global customers at large.

Our goal is to attract, recruit, select, and retain the best qualified talent, create a cohesive culture and a work-life balance driven to empower our most valuable human capital. We seek smart, talented, and energetic people who are driven by a passion for technology and business.

Our organization offers a challenging and multi-cultural environment with a focus on learning quickly and delivering results.

The Leapfactor experience is a very rewarding one, because among other things, we consistently lead a vision and mission that integrate strategic solutions where employees:

- > Share unique experiences, foster new ideas, and achieve their best
- > Compensation and benefit programs become our priority and add value
- > Work opportunities are promoted globally across the organization
- > Engagement takes place to meet challenges, and enhance our business
- > Training and career development tools foster individual creativity and growth
- > Work schedules and virtual job environments create a cohesive culture
- > Dynamic and diverse cross cultural & functional teams generate consensus Build a sense of ownership and are adaptable to change.

OUR PEOPLE

“Talent is
Engaged and
Adds Meaning”



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We introduce innovation for our app solutions targeted to transform the world. With that said, we recruit and hire a diverse workforce while cultivating creativity and groundbreaking ideas to solve our challenges and meet our business demands.

Our most valuable asset and talented workforce comes from all around the world, diverse as their backgrounds, cultures, individual needs and expectations.

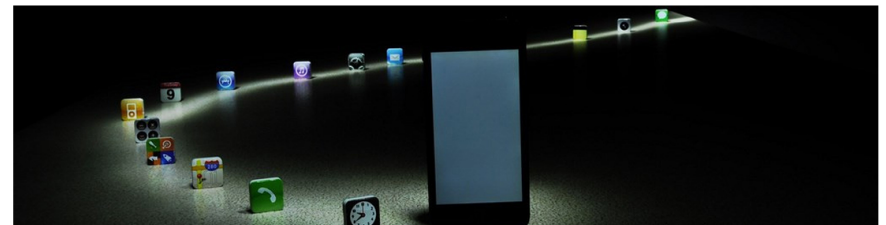
Our Talent is Engaged and Adds Meaning (TEAM) to our culture and is a reflection of our diversity!

Our philosophy and goal is to Value, Empower, Recognize, Reward, and provide each member of our team with the right tools to succeed.

We celebrate unique perspectives, promote open and respectful communication, and encourage professional growth and exploration at every angle.

Our cohesive culture and environment inspires our people to release their talent and realize their full potential.

Our goal is to continue to build a global culture of people and organizational capability to achieve a competitive advantage and become a “Best in Class” organization.



OUR BENEFITS

“On-the-Job- Training, & Competency Based Programs”

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Being an innovative apps development company that's changing the world, each employee will enjoy a comprehensive salary and benefit package hearty enough to call it “Total Compensation” to commensurate with competitive market standards and the chosen candidate's skills and qualifications.

Our organization offers a collaborative environment where our valued employees are empowered while given the necessary tools to perform at their best with heightened ingenuity and effectiveness within a flexible and family oriented philosophy and culture. Competitive benefits are aimed to attract, recruit and retain our best talent across the globe. Our perks have plenty of flexibility built in for you and your family. We offer a cafeteria group benefit plan subject to pre-tax provisions under Section 125 of the IRS code and regulations. Next, under each benefit section, we introduce a sneak preview at what each employee might be eligible for, when joining our family at large.

The group benefits packages, described below; only apply to active eligible full-time US employees. Full-time employees employed outside the US are subject to a different set of required benefits in accordance with stipulated applicable employment laws and regulations in each respective country of origin.

Paid Time Off (PTO) and Other Leaves:

Scheduled PTO
Vacation/Sick PTO
Personal Time Off
Official Holiday Pay
Military Leave
Jury Duty
Family Medical &
Leave Act (FMLA)

Employee Health and Well Being:

Health/Dental /Vision
Cafeteria Plan
EAP Program
AFLAC Plans
STD Disability Plan
LTD Disability Plan
Basic Life/AD&D
Dependent Life/AD&D
TransAmerica Plan

Compensation and Reward Programs:

Competitive Salaries
Pay For Performance
Corporate Discount
Commuter Discount
Recognition Award
Employer Paid Taxes
Referral Program

*Note: Our Company's “Total Compensation” Programs will vary depending on position, location, and business unit. Management reserves the right to change these programs at any given time and without any further notice.