



Employee Benefits

CallWave Inc. is headquartered in beautiful San Francisco, with offices in Santa Barbara, Tujunga and Sofia, Bulgaria. We offer competitive salaries and stock options... but that's just the beginning. We also offer free parking or an incentive program for employees who use alternative transportation to and from work.

401(k)

Eligible employees can participate in the 401(k) Plan beginning the first day of any month. CallWave will match \$0.50 on every dollar you contribute up to \$2000 and you are 100% vested immediately upon joining. You may rollover funds from other 401(k) plans immediately upon employment.

Stock Options

CallWave has a stock option plan to provide employees with an opportunity to share in the company's success. Full-time employees are eligible to receive stock options, which are approved by the Board of Directors in accordance with the plan.

Health & Dental Insurance

Medical insurance (PPO or HMO) and dental insurance are available to all full-time employees. Dependent coverage is also available.

Vacation Leave

Full-time employees earn vacation at the rate of 12 days a year during an employee's first through second year of service. After completing two years of service, an employee will then earn vacation benefits at the rate of 17 days per year. After five years of service, employees will then earn vacation time at the rate of 22 days per year.

Sick Leave

Full-time employees are eligible to accrue 7 days (56 hours) of sick leave benefits per year.

Life Insurance

Life Insurance is provided for all full-time employees.

Holidays

Full-time employees will receive 8 holidays per calendar year including New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, the day after Thanksgiving, Christmas Eve and Christmas Day.

Long Term Disability

Long Term Disability insurance is provided for all full-time employees to assist you financially should you become disabled.

Flexible Spending Accounts (FSA)

Full-time employees are eligible to participate in Flexible Spending Accounts (FSA) for healthcare and for child care expenses.

Employee Assistance Program

You and your household members have access to the Employee Assistance Program (EAP) to help with the everyday challenges of life that may affect your health, family life, and the desire to excel at work.

Tuition Reimbursement

Full-time employees may receive reimbursement for educational expenses upon successful course completion. Pre-approval must be obtained, and courses must be related to an employee's current position or career advancement.

Paychecks & Direct Deposit

Paychecks are issued on Friday of every other week. You can authorize CallWave to deposit your paychecks directly into the bank account of your choice.

For more information on career opportunities visit www.callwave.com/company/employment.asp