

FINANCIAL WELLNESS BENEFITS	COVERAGE
Competitive Compensation	
Stock Options	
Fidelity SIMPLE IRA Retirement Plan	Eligible immediately 100% Company matching on first 3% invested
Patent Incentive Plan	Eligible first day of employment \$1,000 per inventor per first filing of the patent application \$1,000 per inventor per first issuance of the patent
Employee Life Insurance	Effective first day of employment Company contributes 100% of premium
Voluntary Term Life Insurance	Effective first day of employment
Flexible Spending Account (FSA)	Eligible immediately Designated by employee: \$500-\$2,850
Dependent Care Account (DCA)	Eligible immediately Designated by employee: \$500-\$5,000

HEALTHCARE BENEFITS	COVERAGE
CIGNA Open Access	Effective first day of employment Company contributes 80% of premium
Dental Insurance PPO Plus Premier	Effective first of the month following employment Company contributes 80% of premium
VSP Vision Care	Effective first day of employment Company contributes 80% of premium
Accident Insurance	Eligible immediately
Hospital Indemnity Insurance	Eligible immediately
Critical Illness Insurance	Eligible immediately
Short-Term Disability	Effective first day of employment Company contributes 100% of premium
Long Term Disability	Effective first day of employment Company contributes 100% of premium

EMPLOYEE WELLNESS BENEFITS	COVERAGE
Employee Assistance Program	Effective first day of employment Company contributes 100% of premium Online access to Coaching, Counseling, Work-Life Services, Financial Services, Legal Services, Online Legal Documents
Gym Discount	Effective first day of employment
Wellness Room	Effective first day of employment

TIME OFF BENEFITS	COVERAGE
Vacation Pay	15 Paid vacation days per year at start Additional days added for each year of service Up to 25 Paid vacation days per year
Holiday Pay	Effective first day of employment 10 Paid holidays per year
Sick Time Pay	Effective first day of employment 5 Paid days per year
Parental Bonding	Effective after 90 days of employment 2 weeks of company paid time off following the birth or adoption of your child. Employees will be paid without the need to use their own personal, sick or vacation time for this leave.

ADDITIONAL BENEFITS	COVERAGE
Education Reimbursement	Eligible after one year of employment Reimbursement of up to 50% of tuition; up to \$10,000 per year
Employee Referral Program	\$3000 bonus when a referral is hired Bonus paid 90 days after referral starts and remains in good standing
Free On-Site Covered Parking	
Electric Car Charging Stations	
Cell Phone Stipend	
Snacks and Beverages	
Multiple On-Site Dining Options	
Social Committee Events	