

<b>FINANCIAL WELLNESS BENEFITS</b>	<b>COVERAGE</b>
<b>Competitive Compensation</b>	
<b>Stock Options</b>	
<b>Retirement Plan</b>	Eligible immediately 100% Company matching on first 3% invested
<b>Patent Incentive Plan</b>	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
<b>Employee Life Insurance</b>	Effective first day of employment Company contributes 100% of premium
<b>Voluntary Term Life Insurance</b>	Effective first day of employment
<b>Flexible Spending Account (FSA)</b>	Eligible immediately Designated by employee: \$500-\$2,850
<b>Dependent Care Account (DCA)</b>	Eligible immediately Designated by employee: \$500-\$5,000
<b>HEALTHCARE BENEFITS</b>	<b>COVERAGE</b>
<b>CIGNA Open Access Health Insurance</b>	Effective first day of employment Company contributes 80% of premium
<b>Dental Insurance</b>	Effective first of the month following employment Company contributes 80% of premium
<b>VSP Vision Care</b>	Effective first day of employment Company contributes 80% of premium
<b>Accident Insurance</b>	Eligible immediately
<b>Hospital Indemnity Insurance</b>	Eligible immediately
<b>Critical Illness Insurance</b>	Eligible immediately
<b>Short-Term Disability</b>	Effective first day of employment Company contributes 100% of premium
<b>Long Term Disability</b>	Effective first day of employment Company contributes 100% of premium
<b>EMPLOYEE WELLNESS BENEFITS</b>	<b>COVERAGE</b>
<b>Employee Assistance Program</b>	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

<b>Gym Discount</b>	Effective first day of employment
<b>Wellness Room</b>	Effective first day of employment
<b>TIME OFF BENEFITS</b>	<b>COVERAGE</b>
<b>Vacation Pay</b>	Accrues starting the first day of employment 15 Paid vacation days per year
<b>Holiday Pay</b>	Effective first day of employment 10 Paid holidays per year
<b>Sick Time Pay</b>	Effective first day of employment 5 Paid days per year
<b>Parental Bonding</b>	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.
<b>ADDITIONAL BENEFITS</b>	<b>COVERAGE</b>
<b>Education Reimbursement</b>	Eligible after one year of employment Reimbursement of up to 50% of tuition; up to \$10,000 per year
<b>Free On-Site Covered Parking</b>	
<b>Electric Car Charging Stations</b>	
<b>Employee Referral Program</b>	
<b>Cell Phone Stipend</b>	
<b>Snacks and Beverages</b>	
<b>Multiple On-Site Dining Options</b>	
<b>Social Committee</b>	

Akston reserves the right to amend any/all benefit provisions at any time with or without notice. Underwriting guidelines are determined by the individual providers and not by Akston.

This document is only a summary of Akston benefits and is subject to change. Specific details of plan coverage and exceptions will be determined by each carrier's contract. The contract prevails at all times. In addition, any applicable state and federal laws apply. This document is effective as of April 6, 2022.

*Please note: Insurances will not go into effect until you have submitted all signed applications to Human Resources. Forms not submitted within 30 days of your hire date may result in limitations on your benefit eligibility.*

Cigna machine-readable files in response to the federal Transparency in Coverage Rule:  
<https://www.cigna.com/legal/compliance/machine-readable-files>