

<b>FINANCIAL WELLNESS BENEFITS</b>	<b>COVERAGE</b>
<b>Competitive Compensation</b>	
<b>Stock Options</b>	
<b>Retirement Plan</b>	Fidelity SIMPLE IRA Eligible immediately 100% Company matching on first 3% of annual salary
<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 Basic life and AD&D coverage for employees Company contributes 100% of premium
<b>Voluntary Term Life Insurance</b>	Effective first day of employment Designated by employee: \$10,000-\$300,000
<b>Flexible Spending Account (FSA)</b>	Eligible immediately Designated by employee: \$500-\$3,200
<b>Dependent Care Account (DCA)</b>	Eligible immediately Designated by employee: \$500-\$5,500

<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 Insurance</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



EMPLOYEE WELLNESS BENEFITS	COVERAGE
<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

TIME OFF BENEFITS	COVERAGE
<b>Earned Time Off Pay</b>	First year accrual starts at 15 day per year. After 2 years, it increased by 1 day per year of service up to a maximum of 25 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.

ADDITIONAL BENEFITS	COVERAGE
<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 Events</b>	