



Benefits Eligibility

If you are a full-time or part-time employee working 30 hours or more per week, you and your eligible dependents can participate in the Company's benefit plans.

Coverage is effective on the first of the month coinciding with or following your date of hire.

Health Benefits

Medical Plans

We provide several medical plans to choose from to meet you and your family's needs. All the plans cover the same things.

They differ by the amount that comes out of your check and how much you pay for a doctor visit or a hospital stay.

- ✓ Aetna PPO with HSA
- ✓ Aetna HMO
- ✓ Capital BlueCross PPO
- ✓ Kaiser Permanente HMO (CA employees only)

Dental Plans

There are 2 dental plans:

- ✓ Base Plan - \$1,500 annual benefit with 2 free in-network cleanings.
- ✓ Buy-up Plan - \$1,800 annual benefit with 2 free in-network cleanings, coverage for orthodontia and dental implants.

Vision Plans

There are 2 vision plans:

- ✓ Base Plan - includes only an eye exam.
- ✓ Buy-up Plan - comprehensive coverage for contacts and glasses.

Spending Accounts

We offer a Healthcare FSA, Dependent Care FSA, Limited-Purpose FSA and Health Savings Account (HSA).

Company-Paid Benefits

Life Insurance

You will be covered for 1x your base salary up to a maximum of \$100,000 for life insurance and Accidental Death & Dismemberment (AD&D).

Short-Term Disability (STD)

A portion of your income will be replaced through a combination of sick leave, state disability (where available), and the Company's paid STD benefit for up to 26 weeks.

Long-Term Disability (LTD)

If you exhaust your STD benefits and are still unable to work, you will be covered by Long-Term Disability insurance at 60% of your monthly earnings, to a maximum of \$13,000/month. The Company pays the full cost of this benefit.

Retirement Benefits

401(k)

You are eligible to participate in the 401(k) plan immediately and will be automatically enrolled in the 401(k) Plan at a 6% contribution level.

You may contribute from 1% to 50% of your eligible pay to either pre-tax, Roth, or a combination of both up to the IRS maximum contribution of \$19,500 annually. If you are eligible to make catch-up contributions (employees age 50 or over) you may contribute up to an additional \$6,500.

Company Match

After 12 months of service, the Company provides a match - 100% of the first 3% contributed and 50% of the next 1% for a total of 3.5% match. You are vested in this match 20% per year and become fully vested in the company match after five years.

Additional Retirement Benefit

After one year of employment, you will also be eligible for a non-elective contribution of 2% of your base salary to your 401(k) plan. You must be employed on December 31 of the calendar year to receive this contribution. The amount you receive your first year will be prorated based on your hire date.

Voluntary Benefits

Voluntary Life Insurance

You can purchase up to \$200,000 when first eligible without answering any medical questions. Additional amounts will require a medical questionnaire. You also have the option of purchasing life insurance for your spouse and dependent children. Your spouse is eligible for up to \$40,000 when first eligible without answering any medical questions. All dependent children can be covered for \$10,000 each.

Chubb Accident

Accident insurance helps you pay for the medical and out-of-pocket costs you may incur after an accidental injury. Cash benefits are paid directly to you.

Chubb Critical Illness

This plan provides you a lump sum payment in the event you or your dependents are diagnosed with a medical condition including cancer, heart attack, stroke etc. You have the option to elect \$15,000 or \$30,000 of critical illness coverage for yourself, spouse and/or dependent child(ren).

Chubb Hospital Indemnity

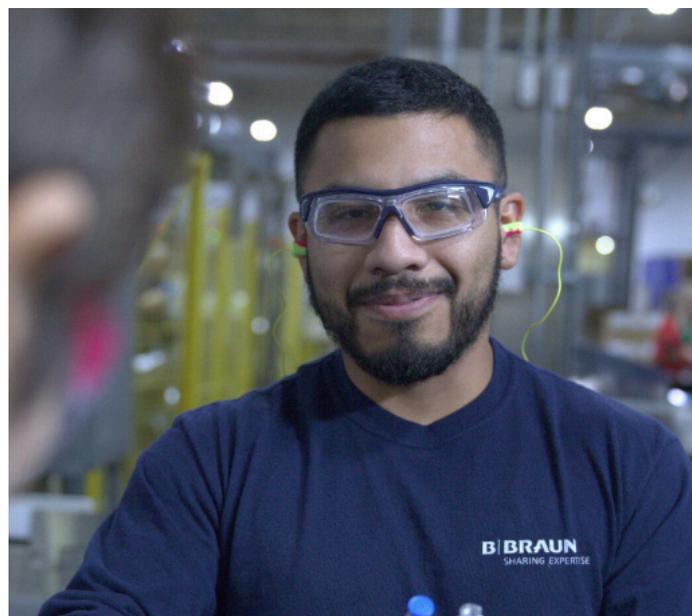
This plan provides financial help to pay for non-covered medical expenses such as deductibles and coinsurance if you or a covered dependent is hospitalized. The plan pays a flat dollar admission benefit and then has a daily benefit for up to 31 days in the hospital.

Group Legal Plan

This plan provides unlimited office and telephone consultations and a helpful mobile app. Services include identity theft defense, bankruptcy, tax audits, wills and estates, document prep for mortgages or elder law matters, adoptions, guardianship or conservatorship.

MetLife Home and Auto

Employees can apply to insure their auto, home and other property at special group rates. Premiums can be paid through payroll deductions with no interest charges or service fees.



Other Benefits

Fitness Reimbursement

After 6 months of employment, employees are eligible to receive up to \$300 per calendar year for any combination of athletic shoes, full-service gym memberships and/or instructor-led classes including cross-fit, kick-boxing, yoga, and weight training.

Tuition Reimbursement

This will be provided for accredited courses or programs of study directly related to your job or those courses/programs which will enhance your opportunity for advancement. Both degree and non-degree courses are eligible for reimbursement up to \$5,250 per year.

College Freshman Scholarship

Children of employees with a GPA of 2.0 or higher after their Freshman year of college are eligible to receive a one-time scholarship of \$500. The student must be enrolled in a 2 or 4-year accredited program taking 12 credits per semester.

EAP

Get free, confidential 24/7 support for any issue you might face related to parenting, finances, marriage, legal or substance abuse. Resources are available on-line, in-person or over the phone.

B. Well Centers

Located at our Allentown, PA and Irvine, CA manufacturing facilities, our onsite health clinics provide care for annual physicals, colds, sore throats, allergies, routine bloodwork and more. If you aren't feeling well, call the B. Well Center for a same day appointment at no cost to you.

Progyny - Family Building Benefit

Get help starting or expanding your family. By bringing together cutting-edge science and the largest custom network of fertility specialists in the nation, Progyny delivers superior clinical outcomes and shortens the path to pregnancy.

