



# Benefits Snapshot 2022

Live Your Best Life at Aspida

When you join our “crash” you will receive an array of great benefits, most of which start on your first day of employment!

## Show Me the Money



Payday twice a month via direct deposit.



On-Demand pay that allows employees to get paid more frequently.\*



Performance-based annual bonus.



401k and 401k ROTH plans with a 5% company match. 401k match vests immediately.\*\*

## Flexibility

**Hybrid Work Schedule** – Employees are asked to be on-site on Tuesdays, Thursdays, and one other day of their choice.\*

**Paid Time Off** – 20 days granted at the start of the year. Prorated for new employees based on hire date.\*

**Parental Leave** – Adds an additional 4 paid weeks to be used following the birth, adoption, or foster care placement of a child.\*\*\*

**Company & Floating Holidays** – 10 paid company holidays and 1 floating holiday per year.\*

**Volunteer Time Off** – 16 hours annually to volunteer for activities of your choice.\*

**ROAM Program** – 24 additional days per year to work from home or anywhere else (this number may be prorated based on hire date).\*

**Additional Paid Time Off** – Paid bereavement, jury duty, and other paid days off per company guidelines.\*



\* First Day Perk

\*\* 30 Day Perk

\*\*\* 90 Day Perk

# Medical Benefits

We offer two options a Traditional PPO and a High Deductible Medical Plan through Blue Cross & Blue Shield of North Carolina. Preventative care is covered at 100%. Semi-monthly rates are scaled based on the employee's annual salary. Please note that these benefits are deducted per pay period.

| Traditional PPO        |             |              |             |
|------------------------|-------------|--------------|-------------|
| Coverage Tier          | Under \$60k | \$60k-\$120k | Over \$120k |
| <b>EE Only</b>         | \$40.17     | \$45.19      | \$55.22     |
| <b>EE + Spouse</b>     | \$78.94     | \$110.50     | \$158.47    |
| <b>EE + Child(ren)</b> | \$64.50     | \$92.14      | \$122.85    |
| <b>Family</b>          | \$121.66    | \$165.90     | \$232.26    |

| High Deductible Medical Plan |             |              |             |
|------------------------------|-------------|--------------|-------------|
| Coverage Tier                | Under \$60k | \$60k-\$120k | Over \$120k |
| <b>EE Only</b>               | \$16.20     | \$21.60      | \$32.40     |
| <b>EE + Spouse</b>           | \$49.40     | \$74.69      | \$97.10     |
| <b>EE + Child(ren)</b>       | \$42.91     | \$58.51      | \$78.01     |
| <b>Family</b>                | \$76.14     | \$103.83     | \$138.44    |

| In Network Benefits: Traditional PPO |            |                   |
|--------------------------------------|------------|-------------------|
| Coverage Tier                        | Deductible | Out-of-Pocket Max |
| <b>Single</b>                        | \$500      | \$1,500           |
| <b>Family</b>                        | \$1,000    | \$3,000           |

| In Network Benefits: High Deductible Medical Plan |            |                   |
|---|------------|-------------------|
| Coverage Tier                                     | Deductible | Out-of-Pocket Max |
| <b>Single</b>                                     | \$2,500    | \$5,000           |
| <b>Member</b>                                     | \$5,000    | \$7,000           |
| <b>Family</b>                                     | \$5,000    | \$10,000          |



We offer two options, a Base and a Buy-Up dental insurance plan through Delta Dental.



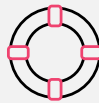
Vision insurance offered through VSP.



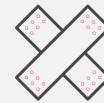
Aspida provides an annual \$500/\$1000 deposit into your Health Savings Account if you elect the high deductible medical plan.



Health and Dependent Care Flexible Spending Accounts.



Life and AD&D benefits are company provided at 2x your annual salary. Option available to add supplemental Life and AD&D insurance for your spouse and/or child.



Short-Term and Long-Term Disability insurance is company provided. It covers 60% of your income in the event of a qualifying event.

# Additional Perks

**Employee Assistance Program** – allows employees and their family members anonymous access to a wide range of services such as counseling, guidance, legal support, and financial assistance.

**Tuition Reimbursement** – you are eligible for tuition reimbursement of up to \$5,000 per calendar year after at least 12 consecutive months of full-time employment with Aspida and you meet the required criteria.

**Voluntary Benefits** – additional options for Voluntary Accident, Hospital Indemnity Plan, and Pet insurance.

Benefits mentioned on this flyer are only applicable for 2022 and are subject to change. This document is a summary of offered benefits, other criteria and qualifications may be required. If you have any questions please contact your recruiter.

## ASPIDA