



Benefits Snapshot 2023

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 bi-weekly every other Friday 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 after a two-year cliff vesting schedule.**

Flexibility

Hybrid Work Schedule – Employees are asked to be on-site on Tuesdays, Thursdays, and one other day determined by department need.*

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

Maternity Leave – Up to 12 weeks paid, following birth or placement of a child in connection with adoption or foster care.

Parental Leave – Up to 4 weeks of paid leave (as long as it falls within 12 weeks following the adoption/placement/birth)***

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 – 9 additional days plus three weeks in August to work from home or anywhere else! (Hired prior



* 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%. Bi-Weekly 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
EE Only	\$38.56	\$43.38	\$53.01
EE + Spouse	\$75.78	\$106.08	\$152.13
EE + Child(ren)	\$61.92	\$88.45	\$117.94
Family	\$116.79	\$159.26	\$222.97

High Deductible Medical Plan			
Coverage Tier	Under \$60k	\$60k-\$120k	Over \$120k
EE Only	\$15.55	\$20.73	\$31.10
EE + Spouse	\$47.42	\$71.70	\$93.22
EE + Child(ren)	\$41.19	\$56.17	\$74.89
Family	\$73.09	\$99.68	\$132.91

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

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



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



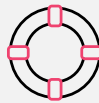
Vision insurance offered through VSP.



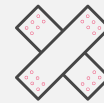
Aspida provides an annual \$500/\$1000 deposit into your Health Savings Account if you elect the high deductible medical plan.



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 2023 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

2327 Englert Dr. | Durham, NC 27713 | Aspida.com

Benefits Snapshot 03-2023