



Overview of Employee Benefits

| Benefit | Responsibility | Eligibility | Overview |
|--|---|---|---|
| Health Insurance | Company pays portion of premium for single and dependent coverage | 1 st of month following date of hire | <ul style="list-style-type: none"> • 4 plans • Salary tiered pricing • 2 copay plans, 2 HDHP plans |
| Teladoc Virtual Telemedicine | Copays apply | 1 st of month following date of hire Employees enrolled in Health Insurance | 24/7 virtual access to primary care telemedicine, mental health, and benefits navigation |
| Well-being | No Cost to employees | 1 st day of employment | Various well-being programs offered on a secure mobile app and online. |
| Health Savings Account | Employee pays the cost | 1 st of month following date of hire | Allows you to pay for eligible healthcare expenses through pretax payroll deductions |
| Flexible Spending Account (FSA) | Employee pays the cost | 1 st of month following date of hire | Allows you to pay for eligible medical or dental and vision expenses through pretax payroll deductions. |
| Dependent Care FSA | Employee pays the cost | 1 st of month following date of hire | Allows you to pay for eligible daycare expenses for dependents under 13 or disabled dependent or spouse |
| Dental Insurance | Company pays portion of premium for single and dependent coverage | 1 st of month following date of hire | 1 plan, 3 coverage levels. Preventative services covered 100%. |
| Vision Insurance | Employee pays the cost | 1 st of month following date of hire | <ul style="list-style-type: none"> • 1 vision plan, 2 coverage levels • Discounts for corrective vision |
| Group Life Insurance | Company pays the cost | 1 st of month following date of hire. Automatic enrollment | The benefit is equal to 1x your annual salary, capped at \$300,000. |
| Short Term Disability | Company pays the cost | 1 st of month following date of hire. Automatic Enrollment | 60% of weekly salary up to \$1,000 up to 11 weeks after 14 day waiting period. |
| Long Term Disability | Company pays total cost | 1 st of month following date of hire. Automatic Enrollment | After 90 days of complete disability, pays up to 60% of pre disability earnings. |
| Supplemental Life Insurance | Employee pays the cost | 1 st of month following date of hire. Automatic Enrollment | Available for you, your spouse and/or your children up to age 26. |



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|------------------------------------|---|---|---|-------|---------|----------|-------|------------|---------|--------|-------------|---------|---------|-------------|---------|-----|-------------|---------|
| 401(k) | Company matches your contribution at 25%, up to 5% of your income | 1 st of month following date of hire Automatic enrollment at 3% deferral | Tax deferred retirement plan Vested at 3 years of service. Qualified rollovers are accepted at employment. | | | | | | | | | | | | | | | |
| Paid Time Off | Company provides time off based on an accrual schedule. Up to 40 hours (5 days) can roll over into the next plan year; additional accrued time is forfeited. The PTO program exceeds the Washington state's paid sick leave requirements by offering 9.33 hours per month | 1 st of month following date of hire | <p>Accrual schedule:</p> <table border="1"> <thead> <tr> <th>Years</th> <th>Monthly</th> <th>Annually</th> </tr> </thead> <tbody> <tr> <td>0 < 4</td> <td>9.33 hours</td> <td>14 days</td> </tr> <tr> <td>5 < 14</td> <td>12.67 hours</td> <td>19 days</td> </tr> <tr> <td>15 < 24</td> <td>16.00 hours</td> <td>24 days</td> </tr> <tr> <td>25+</td> <td>19.33 hours</td> <td>29 days</td> </tr> </tbody> </table> | Years | Monthly | Annually | 0 < 4 | 9.33 hours | 14 days | 5 < 14 | 12.67 hours | 19 days | 15 < 24 | 16.00 hours | 24 days | 25+ | 19.33 hours | 29 days |
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| 25+ | 19.33 hours | 29 days | | | | | | | | | | | | | | | | |
| Holidays | Company paid holiday | Eligible after one day of employment. | New Year's Day, Memorial Day, Independence Day (July 4), Labor Day, Thanksgiving Day & the following Friday, Christmas Eve, Christmas Day, 1 Floating Holiday. | | | | | | | | | | | | | | | |
| Paid Parental Leave | Company paid | Eligible after 12 months of employment and meet Family Medical Leave criteria | 2 weeks if approved for FMLA | | | | | | | | | | | | | | | |
| Paid Family Care Leave | Company Paid | Eligible after 12 months of employment and meet Family Medical Leave criteria | 2 weeks to care for family member if approved for FMLA | | | | | | | | | | | | | | | |
| Employee Assistance Program | Company pays the cost | 1 st day of employment. | The benefit offers support, guidance, and resources to help you and your family find balance between work and home life. Available 24/7/365. | | | | | | | | | | | | | | | |
| Tuition Assistance | Tuition reimbursement based on grades earned in course work at an approved local college | 1 year of service. 30 hours per week | Tuition reimbursement of 100% for grades A and B; 70% for a grade of C. No reimbursement for D or below or incomplete. | | | | | | | | | | | | | | | |
| Critical Illness Insurance | Employee pays the cost | 1 st of month following date of hire | Critical Illness Insurance gives you an affordable option or easing the financial burden that can occur with a serious illness when diagnosed with a covered condition. | | | | | | | | | | | | | | | |
| Hospital Indemnity | Employee pays the cost | 1 st of month following date of hire | Hospital Indemnity insurance provides a direct benefit paid to employee in the event of hospitalization. | | | | | | | | | | | | | | | |
| ID Shield | Employee pays the cost | 1 st of month following date of hire | Your identity is monitored from every angle to ensure all your personal and private information remains safe. ID Shield can help restore your identity with their licensed private | | | | | | | | | | | | | | | |



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|----------------------|------------------------|---|---|
| Pet Insurance | Employee pays the cost | 1 st of month following date of hire | Pet Insurance helps cover veterinary expenses so you can provide best possible care for your pet. |
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Benefit Offerings are Dependent upon Employment Status:

Full-Time

A full-time employee is a regularly scheduled employee who works a minimum of 30 hours or more per week on average over an annual basis. A full-time employee is eligible for all Company benefits.

Part-Time

A part-time employee is a regular or seasonal employee who is scheduled to work less than 30 hours per week on average over an annual basis. A part-time employee is not eligible for Company benefits except for the retirement plan and our well-being programs.