

Employee Benefits and Perks Summary

Canada Employees*

Medical and Health Insurance (For 2021)

Inscopix pays 100% of the health insurance premium for employees and dependents. Benefits are effective first of the month after date of hire or first of the month if hired on the first.

Inscopix offers:

Supplemental Health Benefits - Great West Life Group Benefits Plan

- Prescription Drugs
- Semi-Private Hospital Room
- Paramedical
- Psychological Counseling
- Vaccinations
- Ambulance
- Out of Country Medical Assistance
- Eye Examination
- Best Doctors®

Dental Plan - Great West Life Group Benefits Plan

Company Paid Benefits:

- Life Insurance and AD&D - 200% of annual earnings to maximum of \$250,000
- Dependent Life Insurance
- Short Term Disability
- Long Term Disability
- Critical Illness

Optional Benefits Offered:

- Optional Life for employee and/or spouse
- Optional Critical Illness Coverage

Inscopix, Inc. Registered Retirement Savings Plan (RRSP)

- Financial Investment Company: Canada Life Assurance Company (Formerly Great-West Life)

- Company Match: 100% of employee contribution up to the first 1% of pay, and 50% of employee contribution on the next 5% of pay - total match is 3.5% if 6.0% is contributed, 100% vested upon match, match each pay period employee makes contribution
- Eligible on start date

Time Off Summary

Vacation for full-time employees (Refer to Vacation Policy):

- 5 hours accrual each semi-monthly pay period
- 120 hours (15 days) of vacation every 12 months
- maximum accrual of 210 hours

Sick Leave for full-time employees (Refer to California Paid Sick Leave Policy):

- 9 days of sick leave allotted at the beginning of the calendar year
- Prorated number of sick days if hired during the calendar year

Company Holidays (Holiday schedule distributed before start of each year):

- 16 paid holidays annually - Statutorily mandated Vancouver holidays and week between Christmas and New Year's

Wellness Reimbursement (Reimbursed up to CAD equivalent on purchase date)

\$500 per year for fitness, mental health and wellness needs. (Eligible expenses and details in Company Wellness policy).

Travel and Meal Reimbursement

Travel, accommodations and expenses incurred on behalf of the Company are processed through Concur. (Additional expenses and details in Travel Policy).

Technology

Based on role, additional technology reimbursement is provided.

*These benefits are offered to regular employees who are not on short-term, temporary, or contract assignments at Inscopix.

