



# Employee Benefits and Perks Summary

## United States Employees\*

### Medical and Health Insurance (For 2021)

Inscopix pays 100% of the health insurance premium for employees and 50% for dependents. Benefits are effective first of the month after date of hire or first of the month if hired on the first. Inscopix offers:

#### Four Medical Plan Options:

- Anthem Blue Cross Classic HMO - California Only
- Anthem Blue Cross/Bluecard Classic PPO
- Anthem Blue Cross/Bluecard HSA 1500 with company HSA contribution
- Kaiser Permanente HMO 90 0/20 - California Only

Dental Plan - Anthem High with Ortho Dental PPO

Vision Plan - VSP (Vision Service Plan)

#### Company Paid Benefits:

- Basic Life and AD&D - \$50,000
- Short Term Disability
- Long Term Disability
- Employee Assistance Program (EAP)
- Travel Assistance Program

#### Flexible Spending Accounts:

- Health Care FSA
- Limited Purpose FSA for employees enrolled in an HSA eligible plan
- Dependent Care FSA

#### Voluntary Benefits Offered:

- Voluntary Life and AD&D for employees, spouses and children
- Voluntary Critical Illness Coverage
- Voluntary Group Accident Plan

### Inscopix, Inc. 401(k) Plan

- Financial Investment Company: Voya Financial Company

- Financial Advisors: BayBridge Capital Group
- Employer Safe Harbor 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
- Automatic Enrollment and Escalation: If employee does not opt out, employee is automatically enrolled on the first pay period after the first 30 days of employment at 6% with escalation each year up to 10%

### **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 complies with local city and state ordinances if different or more generous

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

- 16 paid holidays annually - Major Federal holidays and week between Christmas and New Year's

### **Wellness Reimbursement**

\$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.

