

BENEFITS AT A GLANCE

For Full-time, Benefit Eligible, U.S. Employees

All Benefits are effective from Date of Hire



Medical

Health Insurance provided by Blue Cross Blue Shield of Massachusetts integrated with an employer-funded Benemax Wrap. The Blue Cross Blue Shield of Massachusetts (BCBS) PPO plan has a \$2,000 per member per year (maximum \$4,000 per family) in-network deductible. 128 Technology, Inc., via Benemax, pays this plan deductible in full on your behalf, less applicable co-pays. Once the plan deductible is satisfied, 128 Technology, Inc. also pays the in-network co-insurance in full on your behalf! Individual cost per month: \$122.36, Family cost per month: \$322.58



Dental

Your dental benefit plan is a Consumer Directed, Money Purchase dental plan called Benedent. Claims are funded by 128 Technology and administered directly by Benemax. All ADA approved dental procedures are covered with the exception of cosmetic services. Your dental benefit will pay up to \$1,500 per year per covered individual. It's a great time to be alive. (Individual cost to employee per month - \$10.91, Family cost to employee per month - \$32.74)



Vision

128 Technology offers a 100% voluntary, paid by employee vision plan through BCBS. The plan includes a routine eye exam every 12 months with a \$10 copay. \$130 frame allowance every 24 months, with a 20% discount above the allowance, as well as \$130 contact lens allowance.



401K Retirement Plan

Save for retirement with pre-tax dollars through BPAS. Roth and Traditional options are available immediately after the commencement of employment. Annual contributions are subject to annual IRS contribution limits.

Stock



We offer Stock Options for all employees. Stock options have a 4-year vesting schedule; after first anniversary vests 25% and then in monthly increments thereafter.

Student Loan Repayment Program



Eligible employees will receive \$100 per month toward the principal of their student loan until their student loan is paid off. The only requirements are you must be full-time employee of 128 Technology for a minimum of 6 months, and have a valid student loan.



Generous Parental & Family Leave

128 Technology's paid Parental and Family Leave Policy (PFL) provides eligible employees the opportunity to adjust into a caregiver role following an FMLA eligible event.



Flexible Spending Account and Dependent Day Care FSA

Our Flexible Spending Account (FSA) Plan allows eligible employees to pay for qualified IRS expenses using pre-tax dollars. You may elect to participate in one or both of the following FSA programs during open enrollment. Healthcare FSA (HFSA) maximum contribution is \$2,750. Dependent Day Care FSA (DFSA) maximum is \$5,000.



Group Term Life, Long Term Disability, & Short-Term Disability

Basic Life, Long Term Disability (LTD), and Short-Term Disability (STD) insurance is provided at no cost to the employee through Guardian. The Company provides each employee with \$50,000 of life Insurance.



Free Lunch

Enjoy catered lunch every Tuesday and Thursday! A rotating schedule ensures variety to make sure every taste bud is satisfied.



Free Gym

There is a gym located in our facility on the first floor.



Culture

128 Technology values culture and we want you to feel like you are part of something exciting. To show our employees how much we care about them, we have an annual summer outing that gets us out of the office and bonding as a team! We also have a festive Holiday party that includes spouses and significant others.



Paid Vacation

Take it as you need it, no accrual necessary! All full-time employees are eligible for Paid Time Off (PTO) benefits. Manager approval is required for vacation requests to ensure coverage of duties.



Paid Holidays

128 Technology offers **9** paid holidays per year.

