

BENEFITS AT A GLANCE

Adaptive is committed to providing great benefits for eligible employees and their families. Adaptive pays 90%-100% of monthly premiums for employees and 70%-80% of dependent premiums for medical, dental and vision insurance based on plan selection.

MEDICAL: Two Premiera plans to choose from.

Health Savings Account (HSA) medical plan:

High deductible health plan that qualifies participants to contribute to a tax-advantaged HSA. Adaptive contributes \$1000 for Individuals and \$2000 for Families annually. Annual deductible: \$1500 Individual/\$3000 Family.

PPO medical plan:

Traditional co-pay plan which qualifies participants to contribute to a tax-advantaged medical Flexible Spending Account (FSA). Co-pays are typically \$20. Annual deductible: \$500 Individual / \$1500 Family

DENTAL WITH PREMIERA:

Coverage: 100% preventive, 80% basic procedures and 60% major procedures with a \$2000 plan year maximum benefit. \$2000 lifetime max for orthodontia. Annual deductible: \$25 Individual / \$75 Family.

VISION WITH VSP:

Coverage: \$10 annual eye exam; Frame and lenses allowance or contact allowance every 12 months.

EMPLOYEE ASSISTANCE PROGRAM (EAP): 6 free confidential phone or face to face counseling sessions, legal and financial consultations for employees and their immediate family members.

FLEXIBLE SPENDING ACCOUNTS (FSA): Two types.

Healthcare FSA:

Allows you to set aside up to the IRS maximum pre-tax to pay for qualified health-related expenses.

Dependent Care FSA:

Allows you to set aside up to the IRS maximum pre-tax to pay for eligible day care or elder care expenses.

COMMUTER BENEFITS: **Seattle Office:** Free first come first serve parking, Company-paid ORCA card, Green credit for biking or walking to the office. **SSF and NY Offices:** Commuter program that allows you to pay for work-related transit and parking expenses with pre-tax dollars. You can contribute up to the IRS maximum per month for parking and separately for transit.

TIME OFF:

Discretionary Time Off (DTO):

Exempt employees are eligible for discretionary time off. This program allows the employee and manager to manage time off based on business need.

Vacation:

Non-exempt employees are eligible for vacation time. Eligible employees receive 120 hours/3 weeks of vacation allotted at the beginning of each calendar year, pro-rated for new hires.

Sick & Safe Leave Time:

All employees are eligible for 9 days (72 hours) of Sick & Safe Leave (pro-rated based on your hire date). Where state laws are more generous, additional time may be granted.

Company Holidays:

10 Company-paid holidays
 2 Floating holidays

FINANCIAL SECURITY:

401(k) Retirement Savings: Employees are eligible to put aside money for retirement savings in either a pre-tax 401(k) or a post-tax ROTH 401(k). Employees are eligible for 401(k) employer match up to \$3,000 per year.

Short Term Disability Insurance: Company-paid benefit that pays up to 66% of an employee's base pay in the event of injury or illness

Long Term Disability Insurance: Company-paid benefit that pays up to 60% of an employee's base pay in the event of a long-term illness or accident.

Basic Life Insurance and AD&D: Company-paid policies valued at 2x base salary up to \$250,000 each.

Supplemental Life and AD&D: Employees may purchase coverage for up to 5x annual salary (\$500,000 max).

Options for Spousal Life and AD&D and Child Life are also available.

Parental Leave: Eligible employees can receive up to 6 weeks of paid parental leave.

This is a summary of our benefits for illustrative purposes only. In the event of any conflict, Plan Documents and full policies as documented in the Adaptive Employee Handbook will govern.