

2025 Employee Benefits & Perks Overview

Health & Wellness

- Medical – 3 Comprehensive Plan Options
 - CareFirst BlueChoice Advantage POS High
 - CareFirst BlueChoice Advantage HSA Mid
 - CareFirst BlueChoice Advantage HSA Low ◀
- Dental – 2 MetLife Plan Options
 - High Plan
 - Low Plan ◀
- Vision – VSP ◀
- 4 weeks of Paid Time Off
 - 20 days/year: 0-2 years of service
 - 22 days/year: 2-5 years of service
 - 25 days/year: 5+ years of service
- 11 Company Paid Federal Holidays
- 6 Weeks Paid Parental Leave
 - Can be taken at any time during the 12 months immediately following birth, adoption, or placement
 - Birthing parent is eligible for an additional 5-7 weeks of paid leave under short-term disability
- Basic Life/AD&D Insurance 1x, up to 500K ◀
- Short Term Disability ◀
- Employee Assistance Program (EAP)
- Annual \$500 towards Lifestyle Spending Account
- Financial Incentives for Wellness Programs
- Military, Voting, Bereavement Leave

Incentive Programs

- Employee Referral Program
- Annual Bonus Program
- Capture Bonus Plan
- Patent Program
- Blog Award Plan
- Spot Bonus
- Years of Service Recognition
- Publication Award

Workplace

- Flexible Work Schedules & Hybrid Work Environment
- Two Six Day; Designated day of service to support local charities or non-profit organizations
- Tuition Assistance Program
- Employer Sponsored Training
- Employee Resource Portal – Two Six Hub
- Two Six Technologies Branded Swag
- Office Snacks
- On-Site Fitness Center – HQ Facility
- Company Provided Office Equipment

Retirement

- 401K Retirement and Profit Sharing
 - Vested Immediately
 - Dollar for Dollar up to 4% Match (funded each payroll)
 - 1% Profit Sharing Contribution (funded each payroll)
 - Up to 3% Discretionary Contribution

Voluntary Plans

- Legal Plan
- Long Term Disability
- Supplemental Life, AD&D
- Health Savings Accounts (HSA)
- Flexible Spending Accounts (FSA)
- Pet Insurance
- Identify Theft
- Accident and Critical Illness Insurance
- Hospital Indemnity

Additional Perks

- Employee Discount Program
- Carryover and Payout for PTO
- Commuter Assistance and Metro Benefits
- Laptop Buyback Program