







# 2024 Employee Benefits & Perks Overview

100% paid by the Company 

## 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 
- Paid Time Off

| Years of Service<br>(tenure) | Accrual Rate<br>(hours per pay period) | Hours | Days |
|------------------------------|--|-------|------|
| 0 – 2 years                  | 6.67                                   | 160   | 20   |
| 2 – 5 years                  | 7.33                                   | 176   | 22   |
| 5+ years                     | 8.33                                   | 200   | 25   |

- 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 Wellness Reimbursement - \$500
- 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

## 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

## 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

## 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