






# TCI 2023 Employee Benefits & Perks Overview

## Health & Wellness

- Medical – CareFirst BlueChoice Advantage 
- 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
- 5 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 
  - 2x Salary, up to \$500K
- Short & Long Term Disability 
- Employee Assistance Program (EAP)
- Annual Wellness Reimbursement - \$500
- Military, Voting, Bereavement Leave

## Retirement

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

## Workplace

- 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

## Incentive Programs

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

## Voluntary Plans

- Supplemental Life, AD&D
- Flexible Spending Accounts (FSA)
- Pet Insurance
- Identify Theft
- Accident and Critical Illness Insurance
- Hospital Indemnity

## Additional Perks

- Carryover and Payout for PTO
- Flextime (monthly)
- Commuter Assistance and Metro Benefits
- Laptop Buyback Program

100% paid by the Company 