



Benefits at a Glance

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



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) 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 to employee per month - \$121.00, Family cost to employee per month - \$318.00)



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 (e.g., teeth whitening and teeth bleaching). Your dental benefit will pay up to \$1,500 per year per covered individual – go ahead and have your teeth cleaned four times! It's a great time to be alive. (Individual cost to employee per month - \$10.71, Family cost to employee per month - \$32.13)



401K Retirement Plan

Save for retirement with pre-tax dollars through ADP. Roth and Traditional options are available immediately after the commencement of employment. Annual contribution limit of \$18,000 per calendar year; with catch up contribution limit of \$5,500 for employees aged 50 and over.



Stock

We offer Stock Options for all employees, with a 4-year vesting period.



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 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 a FMLA eligible event.



Flexible Spending Account and Dependent Day Care FSA

Our Flexible Spending Account (FSA) Plan allows eligible employees to pay for certain IRS qualified 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 \$2,600. Dependent Day Care FSA (DFSA) maximum is \$5,000.



Group Term Life and Long Term Disability

Basic Life and Long Term Disability (LTD) insurance is provided at no cost to the employee through Guardian. The Company provides each employee with \$50,000 of life Insurance. Additional coverage may be purchased for yourself or your dependents.



Free Lunch

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



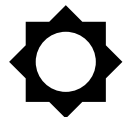
Free Gym

After all the free lunch, you have free reign to use the 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 and part-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.