

## US Employee Benefits

### Health Care

Regular full-time employees working a minimum of 30 hours per week are eligible to participate in the benefits program. Eligible employees may also choose to enroll eligible family members, including a legal spouse/registered domestic partner (as legally defined under state and local law) and unregistered domestic partner. DNAe provides both an HMO and PPO plan sponsored by Anthem, as well as Dental & Vision coverage at 90% for employees and 65% for family members. DNAe employees are also eligible for prescription coverage and both FSA and DCA benefits.

### Employee Assistance Program

The Employee Assistance Program (EAP) is available to all employees and your dependents, as well as any member of your household. The purpose of the program is to provide confidential assistance at no-cost for a wide range of personal topics.

Consultations are available for subjects such as:

- Child and eldercare assistance
- Identity theft
- Marital, relationship, parenting and family problems
- Depression, stress and anxiety
- Bereavement or grief counseling
- Substance abuse and recovery

### Disability Coverage

In the event of a non-work related disability or injury, disability insurance acts as income replacement to protect important assets and help you continue with some level of earnings.

DNA Electronics STD plan coordinates with State Disability Insurance and state benefits are taxable to you. For more information regarding statutory disability programs, contact Human Resources.

### Life/AD&D Coverage

Paid for in full by DNA Electronics, Life Insurance and Accidental Death & Dismemberment coverage (AD&D) offered by Anthem will provide you and your family members or other beneficiaries with financial protection and security.

Please Note: Benefits will reduce by 35% when you reach age 65 and will reduce to 50% when you reach age 70.

### John Hancock 401(k) Plan

DNAe will contribute 2% of your annual salary when you contribute a minimum of 2% in a calendar year. There is no vesting period for the company sponsored contributions. Our employees are able to contribute up to the Federal maximum each year.

### Annual Leave

DNAe provides its full-time employees with 3 weeks per year of paid time off. We also provide 11 paid holidays per calendar year; 10 are set by DNAe and one, a floating holiday, that can be used anytime within each calendar year.