

AXIOM INC. - BENEFITS & COMPENSATION OVERVIEW

1. COMPENSATION PHILOSOPHY

Axiom targets the 75th percentile of market compensation for all roles.

Salary bands are reviewed annually. All offers include base salary, equity, and bonus.

2. HEALTH BENEFITS (effective Day 1)

Medical: Choice of PPO or HDHP with HSA (company contributes \$1,500 per year to HSA).

Dental: Delta Dental PPO, covers orthodontia up to \$2,000 lifetime.

Vision: VSP, \$200 annual frame allowance.

Mental Health: Free access to Calm app plus 12 free therapy sessions per year via Lyra.

3. EQUITY

All full-time employees receive stock options vesting over 4 years with a 1-year cliff.

Refresh grants are awarded annually based on performance and market adjustments.

4. PAID TIME OFF

Unlimited PTO with a minimum of 15 days encouraged.

12 company holidays per year.

2 floating holidays (use anytime).

Sick leave: unlimited (honor system).

Parental leave: 16 weeks fully paid for both birth and non-birth parents.

5. RETIREMENT

401(k) with 4% company match and immediate vesting.

Access to financial advisor for quarterly sessions.

6. PROFESSIONAL DEVELOPMENT

\$3,000 per year learning and development budget.

Conference attendance: 1 per year, company-funded.

Internal mentorship program.

Axiom Academy: 200+ self-paced courses.

7. OTHER PERKS

Commuter benefits (pre-tax transit and parking).

Gym membership reimbursement (\$75 per month).

Employee referral bonus: \$5,000 per successful hire.

Free lunch on in-office days (Tuesday through Thursday).