

# 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).