

Employee Benefits and Wellness Program

Confidential Legal Document

Nexus Intelligent Systems, Inc.

1. INTRODUCTION AND PURPOSE

1 This Employee Benefits and Wellness Program ("Program") is established by Nexus Intelligent Systems, Inc. (the "Company") to provide comprehensive support for employee health, well-being, and professional development.

2 The Program is designed to:

- a) Promote employee physical and mental health
- b) Enhance workplace productivity and engagement
- c) Attract and retain top-tier technology talent
- d) Support the Company's mission of innovative technological solutions

2. PROGRAM DEFINITIONS

1 "Eligible Employee" shall mean full-time employees of Nexus Intelligent Systems, Inc. who have completed a minimum of 90 consecutive days of continuous employment.

2 "Wellness Benefits" shall include physical, mental, and professional development resources provided by the Company.

3. HEALTH AND MEDICAL BENEFITS

1 Medical Insurance

- a) Comprehensive medical coverage provided through Blue Cross Blue Shield
- b) 80% employer-sponsored premium for individual plans
- c) 70% employer-sponsored premium for family plans
- d) Annual out-of-pocket maximum of \$6,000 for individual coverage

2 Dental and Vision Coverage

- a) Comprehensive dental insurance covering preventative and major procedures
- b) Vision coverage including annual eye examinations and lens/frame allowances
- c) 75% employer-sponsored premium for both dental and vision plans

4. MENTAL HEALTH AND WELLNESS SUPPORT

1 Mental Health Resources

- a) Unlimited telehealth counseling sessions
- b) Annual mental health wellness stipend of \$1,500
- c) Partnerships with Talkspace and BetterHelp for digital counseling services

2 Stress Management Programs

- a) Quarterly wellness workshops
- b) Mindfulness and meditation app subscriptions
- c) On-site yoga and fitness classes

5. PROFESSIONAL DEVELOPMENT BENEFITS

1 Continuing Education

- a) Annual professional development budget of \$5,000 per employee
- b) Reimbursement for relevant certifications, conferences, and training programs
- c) Tuition assistance for advanced degrees in technology and related fields

2 Career Growth Initiatives

- a) Quarterly performance and career development discussions
- b) Mentorship program matching junior and senior employees
- c) Internal mobility and cross-departmental rotation opportunities

6. WELLNESS TECHNOLOGY INCENTIVES

1 Fitness and Health Technology

- a) Annual wellness technology stipend of \$750
- b) Reimbursement for fitness trackers, ergonomic equipment, and health monitoring devices
- c) Corporate discounts with wellness technology providers

7. WORK-LIFE BALANCE PROVISIONS

1 Flexible Work Arrangements

- a) Hybrid work model with 2-3 remote workdays per week
- b) Flexible start and end times

c) Unlimited personal time off (PTO) policy

2 Parental and Family Support

a) 16 weeks of paid parental leave

b) Fertility treatment and adoption assistance

c) Childcare subsidies and backup care services

8. PROGRAM ADMINISTRATION

1 The Human Resources department shall be responsible for:

a) Program implementation and management

b) Annual review and updates to benefit offerings

c) Employee communication and education

9. DISCLAIMER AND MODIFICATIONS

1 The Company reserves the right to modify, suspend, or terminate any aspect of this Program with 30 days' written notice.

2 This document does not constitute an employment contract and does not guarantee continued employment.

10. EXECUTION

Approved and executed this 22nd day of January, 2024.

Dr. Elena Rodriguez

Chief Executive Officer

Nexus Intelligent Systems, Inc.