

EMPLOYEE BENEFITS SUMMARY 2023-2024

Polar Dynamics Robotics, Inc.

Effective January 1, 2023 - December 31, 2024

1. INTRODUCTION

This Employee Benefits Summary ("Summary") outlines the benefits available to eligible employees of Polar Dynamics Robotics, Inc. ("Company"). This document serves as a high-level overview and does not constitute the full plan documents or insurance contracts.

2. ELIGIBILITY

1. Full-time employees working 30+ hours per week are eligible for all benefits described herein.
2. Benefits coverage begins on the first day of the month following date of hire.
3. Part-time employees (20-29 hours/week) are eligible for pro-rated benefits as specified in Section 7.

3. MEDICAL INSURANCE

1. Provider: Blue Cross Blue Shield of Delaware
 - PPO Plan Option: \$500 individual/\$1,000 family deductible
 - HDHP Option: \$2,000 individual/\$4,000 family deductible with HSA
 - Company contributes 80% of premium for employee coverage
 - Company contributes 70% of premium for dependent coverage
2. Health Savings Account (HSA)
 - Company contribution: \$1,000 individual/\$2,000 family annually
 - Employee contributions permitted up to IRS limits

4. DENTAL AND VISION

1. Dental Insurance (Delta Dental)
 - 100% preventive care coverage
 - 80% basic services

- 50% major services
- \$2,000 annual maximum
- Orthodontia covered at 50% up to \$2,000 lifetime maximum

2. Vision Insurance (VSP)

- Annual eye exam: \$10 copay
- Frames allowance: \$200 every 24 months
- Contact lens allowance: \$175 annually

5. LIFE AND DISABILITY INSURANCE

1. Basic Life Insurance

- Company-paid coverage: 2x annual salary
- Maximum benefit: \$500,000

2. Short-Term Disability

- 60% of weekly salary
- Maximum benefit: \$2,500/week
- Duration: up to 13 weeks

3. Long-Term Disability

- 66.67% of monthly salary
- Maximum benefit: \$10,000/month
- 90-day elimination period

6. RETIREMENT BENEFITS

1. 401(k) Plan

- Immediate eligibility
- Company match: 100% of first 4% contributed
- Additional discretionary profit-sharing contribution
- Vesting schedule:
- Company match: 100% immediate
- Profit sharing: 20% per year

7. PAID TIME OFF AND LEAVE

1. Vacation Time

- 0-2 years: 15 days annually
- 3-5 years: 20 days annually
- 6+ years: 25 days annually

2. Sick Leave

- 10 days annually
- Unused days roll over up to 30-day maximum

3. Parental Leave

- 16 weeks paid maternity leave
- 8 weeks paid paternity/adoption leave
- Additional 8 weeks unpaid leave available

8. ADDITIONAL BENEFITS

1. Professional Development

- \$5,000 annual education reimbursement
- Professional certification support
- Conference attendance allowance

2. Wellness Program

- \$500 annual wellness reimbursement
- On-site fitness center access
- Quarterly wellness challenges

3. Remote Work Benefits

- Home office setup allowance: \$1,000
- Monthly internet stipend: \$50
- Annual technology refresh: \$500

9. LEGAL DISCLAIMERS

1. This Summary provides an overview of benefits and does not create contractual obligations.
2. The Company reserves the right to modify, amend, or terminate any benefit program at any time.
3. In case of discrepancy between this Summary and official plan documents, the plan documents will govern.

10. CONTACT INFORMATION

Benefits Administration Department

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Last Updated: December 15, 2023

Katherine Wells

Chief Financial Officer

Polar Dynamics Robotics, Inc.