

BENEFITS SUMMARY 2023-2024

DeepShield Systems, Inc.

Effective Period: January 1, 2023 - December 31, 2024

1. INTRODUCTION

This Benefits Summary ("Summary") outlines the employee benefits program offered by DeepShield Systems, Inc. ("Company") to eligible employees. This document serves as a high-level overview and is subject to the terms and conditions contained in the official plan documents and 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 select benefits as noted.

3. HEALTH INSURANCE

1. Medical Coverage

- PPO Plan through Blue Cross Blue Shield
- HMO Plan through Kaiser Permanente
- Company covers 80% of premium for employee coverage
- Company covers 60% of premium for dependent coverage

2. Dental Coverage

- Delta Dental PPO Plan
- Company covers 75% of premium for employee coverage
- Optional dependent coverage available

3. Vision Coverage

- VSP Choice Plan
- Company covers 75% of premium for employee coverage
- Optional dependent coverage available

4. RETIREMENT BENEFITS

1. 401(k) Plan

- Eligible after 90 days of employment
- Company match of 100% on first 4% of compensation
- Additional discretionary match up to 2%
- Immediate vesting of employee contributions
- 3-year graded vesting for employer contributions

2. Employee Stock Purchase Plan (ESPP)

- Semi-annual offering periods
- 15% discount on fair market value
- Maximum contribution of 10% of base salary

5. PAID TIME OFF AND LEAVE

1. Vacation Time

- 0-3 years: 15 days annually
- 4-7 years: 20 days annually
- 8+ years: 25 days annually

2. Sick Leave

- 10 days annually
- Accrual begins immediately
- Maximum accrual of 20 days

3. Holidays

- 11 paid company holidays annually
- 2 floating holidays

4. Parental Leave

- 16 weeks paid maternity leave
- 8 weeks paid paternity/adoption leave
- Available after 12 months of employment

6. ADDITIONAL BENEFITS

1. Life and Disability Insurance

- Company-paid basic life insurance (2x annual salary)
- Optional supplemental life insurance
- Short-term disability (60% of salary)
- Long-term disability (66.67% of salary)

2. Professional Development

- \$5,000 annual education reimbursement
- Certification program funding
- Professional membership dues reimbursement

3. Wellness Benefits

- Annual fitness stipend: \$500
- Mental health resources
- Employee Assistance Program (EAP)

4. Additional Perks

- Remote work flexibility
- Home office setup allowance: \$1,000
- Cell phone reimbursement: \$75/month
- Cybersecurity certification bonus program

7. BENEFIT ADMINISTRATION

1. Enrollment Periods

- Annual Open Enrollment: November 1-30
- Qualifying Life Events: 30-day window

2. Changes and Modifications

- Benefits may be modified at Company's discretion
- 30-day notice provided for material changes

8. DISCLAIMERS

1. This Summary provides an overview of benefits and does not constitute a contract or guarantee of benefits.
2. Official plan documents and insurance contracts govern in case of discrepancy.
3. The Company reserves the right to modify, amend, or terminate any benefit program at any time.

9. CONTACT INFORMATION

Benefits Administration Department

DeepShield Systems, Inc.

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