

Comprehensive Benefits and Wellness Program Overview

Confidential Document - Nexus Intelligent Systems, Inc.

1. INTRODUCTION AND PURPOSE

1 This Comprehensive Benefits and Wellness Program Overview ("Document") provides a detailed description of the employee benefits and wellness initiatives implemented by Nexus Intelligent Systems, Inc. (the "Company"), effective as of January 1, 2024.

2 The purpose of this document is to outline the Company's holistic approach to employee compensation, health, wellness, and professional development, serving as a critical component of the Company's human capital strategy.

2. HEALTH INSURANCE OFFERINGS

1 Medical Coverage

- Platinum-tier PPO health insurance plan
- 100% coverage for preventative care
- Low deductible options (\$500 individual / \$1,000 family)
- Comprehensive network including telehealth services

2 Dental and Vision Coverage

- Comprehensive dental plan covering:
 - a) Preventative care at 100%
 - b) Major procedures at 80% coverage
- Vision plan with annual eye exams and lens/frame allowance

3. RETIREMENT AND FINANCIAL WELLNESS

1 401(k) Retirement Plan

- Company-matched 401(k) at 6% of base salary
- Immediate vesting schedule
- Diverse investment portfolio options
- Annual financial planning consultation

2 Equity Compensation

- Restricted Stock Unit (RSU) program for key employees
- Annual equity grant based on performance metrics
- Four-year vesting schedule with one-year cliff

4. WELLNESS AND MENTAL HEALTH PROGRAMS

1 Mental Health Support

- Fully subsidized mental health counseling (12 sessions annually)
- Partnership with Calm and Headspace for digital wellness resources
- Quarterly mental health awareness workshops

2 Physical Wellness Initiatives

- Gym membership reimbursement up to \$600 annually
- Quarterly wellness challenges with monetary incentives
- On-site fitness classes and ergonomic workspace assessments

5. PROFESSIONAL DEVELOPMENT

1 Continuing Education

- Annual professional development budget of \$5,000 per employee
- Tuition reimbursement for advanced degrees
- Sponsored conference and training attendance

2 Internal Learning Programs

- Quarterly technical training workshops
- Mentorship program matching junior and senior employees
- Cross-functional skill development opportunities

6. PARENTAL AND FAMILY SUPPORT

1 Parental Leave

- 16 weeks fully paid maternity leave
- 12 weeks fully paid paternity leave
- Flexible return-to-work arrangements
- Childcare stipend of \$5,000 annually

2 Family Planning Benefits

- Fertility treatment coverage
- Adoption assistance up to \$10,000
- Dependent care flexible spending account

7. ADDITIONAL EMPLOYEE BENEFITS

1 Work-Life Balance

- Flexible work arrangements
- Unlimited PTO policy
- Remote work options
- Summer work hours (compressed schedule)

2 Supplemental Benefits

- Life and disability insurance
- Employee assistance program
- Commuter benefits
- Home office equipment stipend

8. LEGAL DISCLAIMERS

1 The Company reserves the right to modify, suspend, or terminate any benefits program at its sole discretion.

2 This document does not constitute a contractual obligation and is provided for informational purposes only.

9. EXECUTION

Approved and Executed:

Dr. Elena Rodriguez

Chief Executive Officer

Nexus Intelligent Systems, Inc.

Date: January 22, 2024