

ElementX Benefits Summary 2020

Benefit	Carrier Information	Details
Medical, and Rx		<ul style="list-style-type: none"> - Company covers 100% of the cost for the employee and 90% of the cost for the dependents
Dental, Vision		<ul style="list-style-type: none"> - Low copays, no deductible
Basic Life Insurance		<ul style="list-style-type: none"> - 2x of associate salary up to \$200k - Company covers the cost
Short Term Disability		<ul style="list-style-type: none"> - 60% of pre-disability earnings up to \$1500 weekly - Company covers the cost
Long Term Disability		<ul style="list-style-type: none"> - 60% of pre-disability earnings up to \$7500 monthly - Company covers the cost
Simplified Employee Pension (SEP) IRA	Self-Managed	<ul style="list-style-type: none"> - Company annually contributes up to 25% of Employee gross income up to maximum of \$57,000 for 2020. - No Match Required, Vested immediately
Time Off	220 hours	<ul style="list-style-type: none"> - Flexible work days and vacation management - Includes Federal and State holidays and sick leave
Work-Life Balance		<ul style="list-style-type: none"> - Salaried employee, paid once monthly - Flexible work schedule - Ability to flex hours across weeks/months
Matching Gift Policy	Up to \$500/Employee	<ul style="list-style-type: none"> - Company matches up to \$500 of employee contributions to qualifying charities
Continuing Education	Any accredited institution	<ul style="list-style-type: none"> - Company contributes up to \$5000 annually
Employee Referral Bonus		<ul style="list-style-type: none"> - Bonus varies based on clearance, skillset need, placement
Extra Benefits		<ul style="list-style-type: none"> - Eligible for annual bonuses - Monetary awards for customer recognition - Jury Duty Pay / Bereavement leave