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# BENEFITS SUMMARY

## **Welcome**

Your benefits are an important part of your overall compensation. We are pleased to offer valuable benefits to protect your health, your family and your way of life.

## **Eligibility**

Full-time and part-time employees regularly scheduled to work 30 hours or more per week are eligible for benefits



## **Health Insurance**

DecisionPoint offers health coverage for employees and their eligible dependents. Group health benefits are paid in part by the Organization. The remainder of the costs are paid by the employee.

## **Dental Insurance**

DecisionPoint offers dental coverage for employees and their eligible dependents. Coverage offers a nationwide network of participating dentist locations consisting of carefully credentialed general and specialty dentists.

## **Vision Insurance**

DecisionPoint offers vision coverage for employees and their eligible dependents. Coverage offers a nationwide network of participating vision locations, and you have the flexibility of receiving your care from an in-network or out-of-network provider.

## **Flexible Spending Account (FSA)**

FSA will allow you to set aside a portion of your income, before taxes, to pay for qualified healthcare and dependent care expenses.

## **401(k) Retirement Plan**

Eligible employees are able to make immediate deferred contributions to the 401(k) plan.

## **Life and AD&D Insurance**

Full-time employees receive company-paid life insurance equal to one times their annual salary up to \$500,000. Supplemental life insurance is also available for purchase. Supplemental life insurance for Spouse and Dependent(s) are also available to purchase.

## **Short & Long Term Disability**

Provided to eligible employees at no cost. Disability insurance provides benefits that replace part of your lost income when you become unable to work due to a covered injury or illness.

## **Employee Assistance Program**

The EAP program is provided by DecisionPoint at no additional cost. This program allows you and your immediate family access to free confidential resources to help handle everyday concerns as well as unexpected challenges. The EAP is provided by Magellan Healthcare.

## **Comprehensive Leave**

DecisionPoint provides paid time off to employees each year for the primary purpose of allowing them to have an extended period of rest and relaxation and time to attend to personal business (e.g., vacation and personal or family sickness). Full-Time employees accrue PTO based on the employee's length of service.

## **Paid Holidays**

DecisionPoint observes 11 holidays per year following the governments OPM Holiday schedule.



## **Military Leave**

An employee who is a member of the United States Army, Navy, Air Force, Marines, Coast Guard, National Guard, Reserves, or Public Health Service will be granted a paid leave of absence for military service, training or related obligations in accordance with applicable law. USERRA applies to all regular employees, regardless of position, length of service, or full- or part-time status.

## **Bereavement Leave**

DecisionPoint recognizes the importance of taking leave when there is a death in the family. All full-time employees are eligible for 3 day(s) of paid bereavement leave for the death of an immediate family member.

## **Professional Technical Training**

DecisionPoint is committed to the continuous learning and development of its employees. DecisionPoint will cover the cost or reimburse for Training Courses as well as Exam Fees necessary to receive a Certification that align with the employee's current position or chosen career path.

## **Tuition Assistance**

Eligible employees will receive actual per-credit tuition reimbursement.

## **Employee Referral Bonus**

Employees may be eligible to receive a referral bonus for referring individuals hired to fill an open position.