

Company Benefits* - US



Training

- Extensive investment in training and allocation of a team budget to suit your individual needs



Employee Referral Program

- Career Level 3-6: USD 4'000
- Career Level 1-2: USD 2'000



IT Equipment

- Laptop: Microsoft Surface or Dell



Loyalty Bonus

- 5 years: USD 1'000
- 10 years: USD 5'000
- 15 years: USD 5'000 and one week of vacation



Office Allowance

- Payout of USD 200 per month



Take Time to Refuel:

- Holiday pay
- Vacation
- Sick pay
- Family paid-time off



Events

- Arcondis Weekend



Pursue Good Health

- Dental and vision insurance
- Flexible spending accounts
- Short term disability
- Long term disability
- Employee Assistance Program
- Medical insurance including prescription drug coverage
- Life insurance (Company-provided and additional options)



Save for Tomorrow:

- 401k Retirement Investment Plan after 6 months (Match 100% up to 4%)

Medical Benefits – Blue Cross Blue Shield

Biweekly Employee Cost after Arcondis' 75% contribution

| Plan Description | Individual EE | Couple ES | Spouse + Child EC | Family – FAM |
|--------------------|---------------|-----------|-------------------|--------------|
| PPO-Preferred Blue | \$123.19 | \$246.39 | \$277.90 | \$351.10 |
| HMO – Blue | \$101.01 | \$202.02 | \$186.87 | \$287.89 |

Voluntary Ancillary Benefits

Biweekly Employee Cost

| Plan Description | Individual EE | Couple ES | Spouse + Child EC | Family – FAM |
|---------------------|-----------------------|-----------|-------------------|--------------|
| AETNA DENTAL FOC | \$14.50 | \$27.50 | \$33.50 | \$39.50 |
| AETNA DENTAL PPO 5k | \$19.50 | \$40.00 | \$41.50 | \$70.50 |
| Superior Vision | \$3.50 | \$7.50 | \$7.50 | \$11.50 |
| UNUM Life – 10k | 100% paid by employer | | | |