



i365 U.S. Benefits Summary

Health: i365 health plans are available for you and your dependents, including domestic partners and their dependents. Coverage under all health plans is effective on the date of hire. Employee portion of health care premiums for dependents may be paid on a pretax basis. Premiums for domestic partners and their dependents are paid after tax.

Medical Plans	<ul style="list-style-type: none"> ✓ Choice of medical plans providing coverage for hospital, surgical and medical care in case of illness or injury and for selected preventive services ○ Anthem Blue Cross HMO ○ Anthem Blue Cross PPO 250 ○ Anthem Blue Cross HDHP (HSA compatible) ○ Kaiser (CA only) ✓ Opportunity to change plans annually during open enrollment ✓ Mail-order drug programs available
Dental Plan	<ul style="list-style-type: none"> ✓ I365's Delta Dental provides coverage for eligible dental care prescribed by any licensed dentist ✓ Annual deductible: \$50 per person, or \$150 per family ✓ Deductible waived for all preventive services ✓ \$1,500 annual maximum benefit per person (out-of-network). \$2,000 in-network ✓ 50% of orthodontia covered for dependent children, in-network and out
Vision Services Plan	<ul style="list-style-type: none"> ✓ Vision exams and corrective lenses covered every year

Financial Protection: i365 provides insurance for your financial protection

Basic Life Insurance	<ul style="list-style-type: none"> ✓ At no cost to you ✓ Maximum benefit of \$750,000
AD&D Insurance	<ul style="list-style-type: none"> ✓ Maximum benefit of \$750,000 in accidental death & dismemberment insurance ✓ At no cost to you
Business Travel Accident (BTA) Insurance	<ul style="list-style-type: none"> ✓ At no cost to you ✓ Pays \$300,000 of coverage
Short-Term Disability Insurance	<ul style="list-style-type: none"> ✓ 60% (for up to 12 weeks base pay)
Long-Term Disability Insurance	<ul style="list-style-type: none"> ✓ 66 2/3% (after 12 weeks base pay)
Worker's Compensation	<ul style="list-style-type: none"> ✓ Income for temporary disability related to job injury or illness



Savings: i365's tax deferred benefits are subject to tax law and IRS rules

401k	✓ Save regularly for retirement with elective payroll deferrals up to 50% or IRS annual limit on a pretax basis.
Flexible Spending Accounts	✓ Use pre-tax dollars to save on medical expenses
Health Care Reimbursement Account	✓ Save taxes on unreimbursed health care expenses by setting aside up to \$5,000 pretax dollars
Dependent Care Reimbursement Account	<ul style="list-style-type: none"> ✓ Save taxes on dependent care expenses by redirecting up to \$5,000 annual salary to this account ✓ Use account to pay for eligible elder care as well as child care

Work-Life Benefits: i365 programs, policies, and practices are designed to help you enjoy your work and personal life

Holidays	✓ 11 paid holidays each calendar year
Vacation	<ul style="list-style-type: none"> ✓ Accrual begins on your first day of work ✓ Accrual increases with years of employment
Employee Assistance Program	✓ A free comprehensive group of resources and counseling to help you and your family balance your personal and professional demands
Sick Leave	✓ 10 days per year, for personal sick time or to take care of ailing family

Other Benefits:

COBRA	✓ Extended medical, dental, and vision coverage
Travel Assistance (U.S.)	✓ Toll-free emergency assistance any time you're 100 miles or more from home

This benefits summary is to be used for informational purposes only. Employees should consult the actual plan documents regarding eligibility and detailed information about the plans.