

*At Viderity, we deeply appreciate the vital contributions each team member makes to our organization. We recognize the importance of attracting and retaining exceptional talent and believe that a comprehensive and robust benefits program is key to this endeavor. Our unwavering commitment is to ensure that our team is supported and their well-being is prioritized through the benefits we offer.*

### HEALTH CARE PLAN

Viderity provides top-notch healthcare insurance via United Healthcare, offering various medal levels (Platinum, Gold, Silver, or Bronze) to all full-time employees and their dependents. Dental and Vision insurance through UHC are also part of our benefits package. The employee contribution per pay period for coverage is listed in the table below:

	Employee	Employee + Spouse	Employee + Child(ren)	Family*
Platinum	\$72.48	\$181.02	\$153.88	\$280.52
Gold	\$48.74	\$117.79	\$99.28	\$185.67
Silver	\$29.95	\$87.44	\$73.07	\$140.15
Bronze	\$14.33	\$53.09	\$43.40	\$88.62
Dental	\$2.74	\$6.84	\$7.80	\$12.58
Vision	\$0.38	\$0.89	\$1.08	\$1.60

\*Family Coverage = Employee, Spouse, and Child(ren)

### 401K

Viderity provides a 401K retirement plan in collaboration with ADP, featuring a generous 7% employer match. Employees have the option to contribute a percentage of their salaries or a fixed amount towards their retirement through semi-monthly payroll deductions.

### Short Term Disability (STD)

Viderity offers our employees Short Term Disability (STD) coverage, at no cost, in partnership with UnitedHealthcare (UHC). This benefit ensures financial security and peace of mind if you're unable to work due to a qualifying disability, providing a portion of your income during recovery. Your health and well-being are paramount as a valued member of the Viderity family.

### PAID TIME OFF (PTO)

Viderity provides Paid Time Off (PTO) for all regular full-time employees. We understand the importance of scheduled breaks for rest, relaxation, and personal activities, promoting a refreshed state upon returning to work. We encourage employees to utilize their accrued PTO each year. On their employment anniversary, employees can carry over up to 80 hours of PTO. Employees accrue 152 hours of PTO per year.

### ADDITIONAL LEAVE

Viderity offers the following types of leave to all regular full-time employees:

- Bereavement Leave
- Jury Duty
- Military Leave

### PARENTAL LEAVE

Giving parents time to focus on the new member of their family is important at Viderity.

- Primary Caregiver Leave: Eligible primary caregivers receive 4+ weeks of paid leave covered by the employee's short-term disability policy, followed by up to 8 additional weeks of unpaid leave.
- Secondary Caregiver Leave: Eligible secondary caregivers are entitled to 1 week of paid parental leave, which can be utilized within the first month from the birth of the child.

### HOLIDAYS

All regular full-time employees normally scheduled to work on these days may take the day off with pay. Holidays occurring on Saturday are observed on the preceding Friday; holidays occurring on Sunday are observed on the following Monday:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Christmas Day

### TRAINING AND CERTIFICATION

Viderity is committed to the professional growth of our employees, supporting their external training and certification pursuits. We fund approved external courses, enabling team members to enhance their skills and knowledge. This policy provides diverse learning opportunities, aligned with individual goals, ensuring our staff remain industry leaders and maintain their competitive edge.

### PERFORMANCE REVIEWS

Viderity conducts annual Performance Evaluations in the month corresponding to the employee's start date. Salary increases take effect from the first pay period following the completion of the Performance Review.

### REFERRAL BONUS

Viderity offers a referral bonus of \$1,000 to any employee who successfully refers another employee to a position within the company. The bonus is disbursed after the new recruit completes 90 days of employment.