



# Work and Life Benefits for HighJump Software U.S. Employees

Our benefits are an important part of our total compensation package. A concerted effort has been invested in designing and maintaining a quality benefit plan that is competitive with the market and that accommodates employees' various life situations.

## Medical/Dental/Vision

Medical insurance is offered through a major carrier with an extensive network nationwide. Employees have three plans to choose from in order to best meet their needs. Preventative healthcare is covered at 100 percent on all plans. In addition, HighJump makes a generous contribution toward a health savings account (HSA) which comes along with the high-deductible health plan.

Dental insurance is offered through a major carrier with coverage in both the PPO and Premier networks nationwide.

A vision plan is offered for those with eyewear needs. Each member on the plan is eligible for either spectacle lenses and frames or contact lenses every 12 months.

## Flexible Spending Account (FSA)

Set-aside pre-tax dollars for out-of-pocket medical and dependent care qualified expenses.

## Paid Time Off (PTO) and Holiday Pay

PTO is accrued each pay period with accrual rates increasing with years of service. US employees receive nine paid holidays each calendar year and one personal holiday each calendar year.

## Insurance

Income protection plans including basic life insurance with accidental death and dismemberment, short-term disability and long-term disability are provided to eligible HighJump employees at no cost.

Employees can choose to elect additional life insurance for themselves and their dependents at their own cost as well as purchase additional long-term disability coverage.

## Retirement Plan

All eligible employees can contribute to a 401(k) and/or Roth account through the HighJump plan. We also offer an employer match on a vested schedule.

## Tuition Reimbursement

HighJump supports professional development by offering financial assistance to employees that successfully complete approved classes at accredited institutions.

## Health Club Reimbursement

Beyond the reimbursement offered through our medical insurance carrier, HighJump offers reimbursement toward monthly health club dues for employees who utilize their gym on a regular basis per the plan requirements.

## Employee Assistance Program

At no cost to employees, HighJump provides access to Work Life professionals to assist with work, family, or personal problems confidentially. Each employee is eligible for one telephone session each year per each topic: financial, legal, childcare, eldercare.

## Adoption Assistance

HighJump offers financial assistance to eligible employees who choose to adopt children by covering a portion of the eligible expenses associated with the legally approved adoption.

