



## EMPLOYMENT BENEFITS SUMMARY

*Assevero offers a competitive compensation package designed to attract, develop, and retain high quality cybersecurity professionals and other workers. Our basic compensation package consists of a generous base salary, six weeks of paid time off, disability insurance, and medical, dental, and vision insurance. We also provide a number of quality of life enhancement benefits such as long term care insurance (soon), a 401(k) retirement plan, life insurance, and military leave.*

*We seek to support our employee's professional development and performance through tuition assistance, technical training and industry certification programs. We sponsor employee participation in cyber security related industry groups, professional societies, and symposia. Lastly, we promote general well-being and job satisfaction through a great work environment, team building events and company functions, recognition programs and a discretionary profit sharing plan.*

### COMPETITIVE COMPENSATION

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Our basic compensation package consists of a generous base salary, six weeks of paid time off, disability insurance, and medical, dental, and vision insurance. We also provide a number of elective benefits such as long term care insurance, a 401(k) retirement plan, life insurance, and military leave. Assevero supports our employee's professional development and job performance through tuition assistance, technical training, and industry certification programs. We are proud to sponsor employee participation in cyber security related industry groups, professional societies, and symposia. Just as importantly, we promote general well-being and job satisfaction through a great work environment, team building events and company functions, recognition programs and a discretionary profit sharing plan.

### HEALTHCARE

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Assevero provides medical, dental, and vision coverage to all full-time employees with CareFirst Blue Cross Blue Shield BlueChoice Opt-Out Plus Open Access Group Policy 1KR6. CareFirst Blue Cross Blue Shield is the largest health care insurer in the Mid-Atlantic region, serving nearly 3.4 million members. 80% of all providers in Maryland and the National Capital Area participate in one or more of their provider networks, so our employees can easily access these benefits.

Please refer to the policy document for specific terms and conditions, but here are the basics:

- Deductibles are \$2,700 for individuals and \$5,450 for families.
- The out of pocket limits are \$5,250 for individuals and \$10,500 for families.
- Co-pays are \$30 per visit for most services and \$40 per visit for specialty services.
- Assevero pays 80% of the premium for each covered employee.

The employee pays for the remaining 20% of the cost of the premium as well as the full costs of any additional coverage desired (e.g. spouse or family). Employee payments are facilitated through payroll deduction. The CareFirst Blue Cross Blue Shield BlueChoice Opt-Out Plus Open Access plan includes dental and vision coverage. There is a \$25 deductible for covered dental services and a \$50 deductible for any out of network covered services. Most preventative and diagnostic services are covered in full. Most other services are covered at 80% (in network) or 60% (out of network) of the allowed costs.

## DISABILITY

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Assevero provides Long Term Disability (LTD) and Short Term Disability (STD) insurance to all full-time employees. All premiums are paid for by the company. Assevero's LTD/STD insurance replaces up to \$5,000 of an employee's monthly income when he or she becomes disabled due to a covered illness or injury. STD coverage applies when the employee is unable to work for a short period of time (up to 13 weeks) due to pregnancy, illness or injury. LTD coverage provides employees with benefits when they are unable to work for a longer period of time.

## RETIREMENT

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Assevero offers participation in the company sponsored 401(k) plan, as an elective benefit, to all full-time and part-time employees. This benefit is provided through Ubiquity Retirement + Savings. Assevero matches employee contributions, dollar for dollar, up to 4% of annual salary (subject to federal limits). Ubiquity provides an online portal for easy employee self-service. The Ubiquity 401(k) allows Assevero to make tax-deductible profit-sharing contributions on behalf of our employees. Contributions are based on the same percentage of pay for all eligible participants in the plan. Contributions are made, at the discretion of management, in December of each year.

## REFERRAL BONUS

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Assevero rewards employees who refer smart, talented, and innovative people to the company. If a person you referred is hired within 6 months of your referral, for an approved position, then you get a \$4,000 referral bonus. The bonus is payable after the referred employee has been employed for 90 days.

## PAID TIME OFF

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Assevero offers all full-time employees six weeks of Paid Time Off (PTO) in lieu of separate sick, holiday, and vacation accounts. Full-time employees can take PTO whenever they want, in one hour increments, consistent with management and client requirements. All full-time employees are immediately eligible for this benefit. Full-time employees initially accrue PTO at a rate of 20 hours per monthly pay period, or 240 hours (6 weeks) of PTO per year. You will earn 8 additional hours per year for each year you've been employed by Assevero, up to a maximum accrual of 320 hours per year (8 weeks per year). Assevero observes the Federal government's holiday schedule. Unused PTO may be carried to the next year, not to exceed a maximum of 120 hours carried forward. At the end of their employment with Assevero, employees are not paid for any unused PTO. If necessary due to client requirements, or desired for reasons of cultural or religious preference, employees can substitute holidays with approval from their project manager and client.

## MILITARY LEAVE

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Any full-time Assevero employee who is a member of the National Guard, Air National Guard, or a reserve component of the US Armed Forces, and is required to perform active duty for training, is granted a military leave of absence with full pay for the period of such training as is authorized by law and provided that he or she does not voluntarily extend such service.

Assevero will pay the difference between what an employee earns from the government (base pay) for military service and what the employee would have earned from normal straight time pay on the job. This difference will be paid for up to two weeks per calendar year. An unpaid military leave of absence will be granted to full-time employees called to active duty or inducted into the uniformed services of the United States for a period

of up to five years. Employees who perform their duty and return from service will be reinstated in accordance with applicable state and federal laws.

## TUITION REIMBURSEMENT

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Assevero provides a tuition assistance program for all full-time employees. Under this program, employees can have tuition costs reimbursed up to \$7,000 per calendar year. Assevero provides this benefit for courses, at an accredited academic institution, that are directly related to cyber security or the employee's professional development. Courses will be reimbursed in accordance with the grades received, i.e. 90% for an A, 80% for a B, 70% for a C. Assevero doesn't reimburse for classes not passed or completed. If the employee electively terminates their employment, within one year of the courses completion date they will refund the company for any reimbursements made within the previous 12 months.

## TECHNICAL TRAINING

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Assevero supports elective training that improves the technical capabilities or professional development of the employee. Project managers may nominate technical team members for elective training as a performance improvement activity or as part of an employee's professional development plan. Employees may also request permission to take elective training. Although Assevero will pay for the course itself, up to \$3,000 per year, we do not normally compensate our employees for time spent on elective training.

## INDUSTRY PARTICIPATION

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To encourage industry participation, Assevero will reimburse employees for the incidental costs of approved participation in industry groups, professional societies, and symposia. Reimbursable costs include professional certification renewal fees, membership fees, transportation, lodging, meals, and fees.

## JOB SATISFACTION

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An outstanding compensation program, in and of itself, often isn't enough to retain talented and high sought after cyber security professionals. These employees expect a workplace that encourages productivity, collaboration, resourcefulness, accountability, and loyalty. We try very hard to establish and maintain work environment that encourages each of these characteristics.

Assevero emphasizes an environment of trust. All managers and employees are expected to say what they mean, mean what they say, and to follow through on our commitments to themselves, their colleagues, and their customers. We value communications. Employees are encouraged to communicate openly about issues that matter to them, and respect the perspectives and viewpoints of others.

We think working for Assevero is fun, and we enjoy the diversity, fellowship, and collegial atmosphere that our workplace provides. The company sponsors frequent team-building events to promote esprit de corps. We frequently hold small office parties, company luncheons, cocktail hours, company banquets, and other events to celebrate the things that are important to our employees. We have also found that these venues and events provide an excellent forum for valuable feedback and communications with our team members.

Assevero employees are recognized at company events, and in front of their peers, for sustained superior performance. Spot bonuses of \$25 to \$500 have been awarded for performance that exceeds expectations, or that results in commendatory correspondence from a customer. All project managers are provided an incentive budget, and are authorized to distribute spot bonuses at their discretion.