



Radia’s benefit program is designed to support the well-being of our employees and their families.

Together with a competitive compensation program, we offer a total rewards package that provides real financial value.

<p><b>Paid Time Off (PTO) &amp; Holidays</b></p> <p>Generous PTO plan provides paid time for vacation, sick days, and personal days. Employees accrue up to 21 PTO days per year for the first 5 years of service. Regular employees working fewer than 40 hours per accrue PTO on a pro-rated basis. Radia observes 8 paid holidays per year.</p>
<p><b>Medical, Vision &amp; Dental</b></p> <p>Regular, full-time employees are eligible for insurance benefits on the first day of employment. Radia offers two medical plan design choices, including a high deductible option with employer contribution to HSA.</p>
<p><b>Flexible Spending Account (FSA)</b></p> <p>FSA plans are IRS regulated accounts that allow employees to pay for out of pocket expenses with pre-tax dollars. Radia offers FSA plans for uncovered eligible healthcare costs.</p>
<p><b>Life and Accidental Death &amp; Dismemberment Insurance (AD&amp;D)</b></p> <p>Radia-paid benefit providing life insurance up to 1x annual salary (maximum of \$150k). Supplemental life insurance is also available at employee expense.</p>
<p><b>Short Term Disability</b></p> <p>Voluntary employee-paid benefit providing up to 60% income replacement.</p>
<p><b>Long Term Disability</b></p> <p>Radia-paid benefit providing up to 60% income replacement after 90 days disability.</p>
<p><b>401(k) Retirement Plan</b></p> <p>Eligible employees may elect to contribute to a traditional 401(k) or a Roth 401(k). Radia will match employee contributions. Also, once eligibility is met, Radia makes an additional discretionary employer contribution based on a percentage of eligible earnings. (See HR for enrollment and match eligibility requirements.)</p>
<p><b>Long Term Care Insurance</b></p> <p>Voluntary employee-paid insurance designed to pay for in-home or facility nursing care. Eligible employees may purchase basic or supplemental policy for themselves and/or family members.</p>
<p><b>Educational Assistance</b></p> <p>Radia offers up to \$2,000 per year reimbursement for certain educational costs that benefit both the employee and the company. Eligible educational courses are directly related to active Radia jobs.</p>
<p><b>Adoption Assistance</b></p> <p>Radia offers up to \$2,000 reimbursement for adoption-related expenses. Employee must be employed for at least 6 months to be eligible.</p>
<p><b>Commuter Discount</b></p> <p>Eligible transit passes, and vanpool ridership are subsidized the actual cost up to the IRS limit on a monthly basis.</p>

For summary purposes only; official plan documents supersede information presented here. All benefits are subject to eligibility.