



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.

Paid Time Off (PTO) & Holidays

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.

Medical, Vision & Dental

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.

Flexible Spending Account (FSA)

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.

Life and Accidental Death & Dismemberment Insurance (AD&D)

Radia-paid benefit providing life insurance up to 1x annual salary (maximum of \$150k). Supplemental life insurance is also available at employee expense.

Short Term Disability

Voluntary employee-paid benefit providing up to 60% income replacement.

Long Term Disability

Radia-paid benefit providing up to 60% income replacement after 90 days disability.

401(k) Retirement Plan

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.)

Long Term Care Insurance

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.

Educational Assistance

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.

Adoption Assistance

Radia offers up to \$2,000 reimbursement for adoption-related expenses. Employee must be employed for at least 6 months to be eligible.

Commuter Discount

Eligible transit passes, and vanpool ridership are subsidized the actual cost up to the IRS limit on a monthly basis.