

AccessData Benefits Overview - US (as of 1/1/2016)

Medical

We offer a choice of medical plans to cover the needs of you and your family: a Traditional PPO or a Qualified High Deductible Plan with a Health Savings Account. AccessData covers up to 80% of your monthly premiums (depending on your plan/tier selection). Both medical plan options offer a network accessible to our employees anywhere in the US, and are provided by Blue Cross Blue Shield of Utah.

Prescription Drugs

Both medical plan options (PPO and QHDP) offer prescription drug coverage. The PPO offers co-pays and both plans offer mail-in prescription programs to help save a few dollars. Effective April 1st, OptumRx will be Regence's partner overseeing the prescription drug program.

Health Savings Accounts (HSA)

If you elect the Qualified High Deductible medical plan option (QHDP), you may open a Health Savings Account and take advantage of the tax-savings. AccessData contributes \$600 (single plan) to \$1200 (family plan) annually to help employees offset medical, dental and vision costs. The monies contributed to an HSA are yours to keep, even if you leave the company.

Flexible Spending Accounts

You can elect to participate in one or both of these Cafeteria Plan options, and any deductions are taken pre-tax. Choose from:

- Medical FSA (\$2550 - 2016 annual max) to cover out-of-pocket medical, dental and vision expenses
- Dependent care FSA (\$5000 annual max) to reimburse daycare/childcare services

All pre-tax!

Vision

If you elect to participate in one of our group medical plan options, you will automatically be enrolled in our vision care plan, at no cost! Vision coverage is currently offered through EyeMedVision Care.

Dental

MetLife offers a traditional PPO dental plan that includes a low deductible and \$2000 annual maximum benefit per person per year.

Health and Wellness

Our medical participants are invited to participate in our Vitality Wellness program, sponsored by WellnessIQ, a leading wellness vendor. Through the Vitality program, you have access to online courses, nutrition planning and recipes for healthy eating, motivation/challenges and rewards for completion of annual wellness exams, biometric screenings, and reaching personalized fitness goals. Participation (at no cost to the participant) could result in up to \$1,200 in savings on the following years medical premiums.

From time to time, AccessData assists participants with meeting their wellness goals by subsidizing the cost of wearable devices.

Utah's VASA Gyms have partnered with AccessData to offer super cool deals on gym memberships and coaching. Outside of Utah, Lifetime Fitness offers a corporate discount program to all AccessData employees and their families.

401k and Roth

It's easy to start saving for retirement with one (or both) of our plan options, a 401k (pre-tax) or Roth 401k (post-tax) administered through Transamerica. We offer a discretionary match opportunity to our 401k participants.

Life and Long-Term Disability Insurance

Basic life for you (2x your base salary), your spouse and your children is paid for so you can worry about more important things. Long-term disability is also taken care of, so all you need to think about is whether you want to consider optional coverage to include short-term disability or additional life for you and your family.

Business Travelers Insurance

For all of our world travelers, the GeoBlue Traveler Plan is in place to keep you safe and healthy, offering a full range of personal solutions, including concierge-level services. It's as simple as registering online.

Referral Bonus Program

Employee referrals have proven to be the best way to find really great new employees, so tell your friends, neighbors and colleagues about how great AccessData is, and you will be automatically enrolled in a monthly raffle and receive a reward for any referrals who turn into hires!

Tuition Reimbursement

Furthering your education is important to you and your family, and we want to reward your efforts! Following six months of service, we will reimburse 50% of costs for college level courses. We will also cover costs for workshops and other trainings, with management approval.

Paid Time Off (PTO)

Here's to flexibility in making the best use of your paid time off, whether it's vacation, sick or just a personal day to check something off of your bucket list. New employees accrue 5 hours per paycheck (24 pays per year), equivalent to 15 days, and once you hit one year of service, the accrual kicks up to 6 hours, topping out at 8 hours per pay period (24 days) once you hit five years.

Holidays and Floating Holidays

Need more time off? Take a Floating Holiday! New employees receive 1 Floating Holiday after six months of services and annually thereafter. Once you've reached three years of service, you receive two Floating Holidays per year. Oh, and we do recognize 10 company holidays annually, in addition to your Floating Holidays! You know . . . New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Day after (to recover from too much stuffing), Christmas Eve and Christmas Day.

Employee Assistance Program

It is always nice to be able to know that in times of stress or difficulty, you can pick up the phone and talk to a friendly voice. We all deal with life's challenges, such as stress at home or in the office, marital or divorce issues, drug or alcohol dependency, an angry mother-in-law who's just moved in or a hostile teenager who won't come out of his or her room. Our EAP, overseen by St.Luke's, is available 24/7 for you and any member of your household and offers counselors by phone or you can schedule face-to-face meetings. There is no cost for the 1st three consultations.

Optional Insurance Plans

Interested in short-term disability, accident protection, or a critical illness plan? MetLife can make the selection process easy and the deductions can be set up to be taken directly out of your paycheck!

Liberty Mutual offers auto and home insurance to AccessData employees, and can discuss your needs whenever you're ready to shop and compare. To make payment easy, Liberty Mutual offers payroll-deduction, so it's one less bill to worry about paying at the end of the month!

Recognition

Watch for your service award in the mail! Our appreciation for your hard work and loyalty appears on your door in the shape of a certificate signed by the President and a gift voucher you can turn into the gift of your choosing.

Company Events

Picnics in the summertime, impromptu BBQ's and fun events, along with holiday parties to keep the spirit alive! What could be better!

Charitable Contributions

Have a charity close to your heart? Let us know and we will be glad to support your cause! Racing for the cure or signing up for a triathlon? Let HR know and we'll see how we may assist with covering registration fees. Want to take time off to participate in charitable events? AccessData will cover up to 2 days paid time off so you can give back to your community.

International Benefits

Depending on your location and your status (expat or local national), we offer a variety of benefits plans to include major medical and dental, business travel insurance, life and long-term disability. For our UK staff, we offer a pension scheme.

Contact Human Resources for more information on international plans.