

Triplefin **BENEFIT SUMMARY**

Medical & Prescription Benefits *(Anthem Blue Cross Blue Shield of OH)*

	PPO 3000	HSA 1500	HSA 2700
Full-Time Associate Monthly Premium			
Employee Only	\$88	\$96	\$68
Employee + Spouse	\$397	\$435	\$255
Employee + Child(ren)	\$304	\$333	\$186
Employee + Family	\$541	\$592	\$375

Dental Plan *(MetLife Dental)*

Monthly Cost to Associate

Employee Only	\$25.79
Employee + Spouse	\$57.08
Employee + Child(ren)	\$69.61
Family	\$98.94

Vision Plan *(VSP)*

Basic

Monthly Cost to Associate

Employee Only	\$7.26
Employee + Spouse	\$12.22
Employee + Child(ren)	\$12.47
Family	\$20.11

Premier

Monthly Cost to Associate

Employee Only	\$10.92
Employee + Spouse	\$18.38
Employee + Child(ren)	\$18.77
Family	\$30.26

Health Savings Account *(Key Bank)*

Available to Associates enrolled in a HSA medical plan. Use a debit card to access an account to which you contribute and withdraw pre-tax dollars for qualified health care expenses. Monies deposited to an HSA account do not forfeit; they can be used, kept, invested, or rolled over.

Short-Term Disability *(Unum)*

Cost to Associate

\$.42 per \$10 weekly benefit.

Maximum of \$1,500 per week at 66.67% salary replacement.

Long-Term Disability *(Unum)*

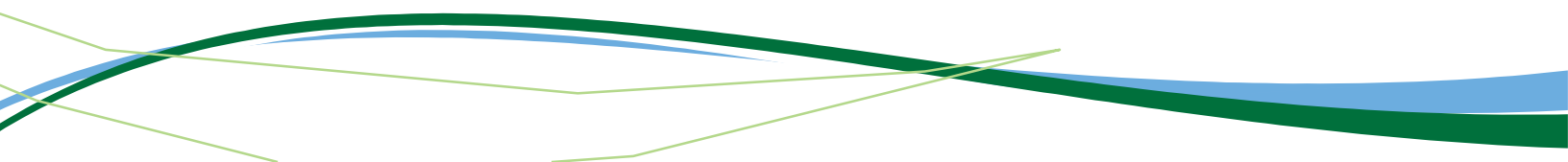
Covered by Triplefin at 60% of monthly salary replacement with maximum of \$7,500 if salary is less than \$150,000/year and \$12,000 if salary is more than \$150,000/year.

Life Insurance/AD&D *(Unum)*

Covered by Triplefin at a rate of one times your annual salary with a minimum of \$25,000. Associates may purchase supplemental life insurance on a voluntary basis.

Identity Theft Protection *(Lifelock)*

Receive alerts to potential identity theft.



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Paid Time Off (PTO)

Triplefin provides paid time off for the regular full-time Associates (*40 hours per week*). PTO days are accrued based on years of service being determined by anniversary of hire date. PTO is not available until completion of the 90-day introductory period.

Holiday Observance

New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve
Christmas Day

Flexible Spending Accounts (*Discovery Benefits*)

Health Care FSA

Use a debit card to pay for qualified health care expenses with pre-tax dollars. If not used, contributions will be forfeited.

Dependent Care FSA

Allows for payment of qualified dependent care or elderly care expenses so you (or your spouse) can work. If not used, contributions will be forfeited.

401(k) Plan

Pre-tax contributions are made through payroll deduction. Full on-line service is provided by Principal for account management. Maximums are in compliance with IRS regulations.

Qualified Employer Matching Contribution:

A qualified matching contribution of 100% of salary deferral contributions up to 3% of pay, plus 50% of salary deferral contributions from 3% to 5% of pay for the payroll period.

Education Assistance Program

Triplefin encourages associates to continually develop and may help pay for those opportunities. Regular, full-time associates are eligible to participate in the program, and courses must directly relate to the associate's position or career goal.

Employee Assistance Program (*Unum*)

Administered by an outside vendor that offers free counseling and assistance to associates and dependents for a variety of personal and professional situations.

