

Employee Benefits Summary



BENEFITS



Medical

Employees are offered PPO, HMO and HSA options through various providers. HSA plan provides 100% coverage for employees and substantial coverage for dependents.



Dental

Coverage is available for employees and dependents. Preventative dental services are covered in full at network providers.



Vision

Coverage is available for employees and dependents.



Life/AD&D Insurance

Employees are covered up to 1x salary.



Long Term Disability & Short Term Disability

Coverage replaces 60% of employees' income if they are unable to work due to illness or injury.



401(k)

Equilar matches up to 4%, and contributions are 100% vested (savings belong to the employee immediately).



Employee Assistance Program

24/7 access to online resources and phone consultations for stress, grief counseling and mental health issues (personal and professional). Up to three face-to-face counseling sessions with a licensed professional are free of charge as a part of FEI Employee Assistance Program.



Pregnancy & Maternity Leave

Wage supplement during the leave of absence for the birth of a child.

WORK-LIFE



Hybrid Work Schedule

Employees work remotely on Fridays and spend four days in their respective offices interacting and collaborating with colleagues.



Commuter Benefit

\$65 a month reimbursement for public transportation.



Fitness

Equilar has an onsite gym at its Redwood City and Chicago headquarters, and offers a fitness reimbursement of up to \$25 a month for employees in New York.



Holidays

Nine paid holidays per year. Equilar recognizes the four business days between Christmas and New Year's Day as "Holiday Break" for all qualified employees and provides those four days off and paid.



Paid Time Off

Employees begin accruing PTO upon hire and begin their tenure with an annual accrual rate of 15 days. The annual PTO accrual rate increases to 18 days following two years of continuous employment, and to 23 days following 10 years of continuous employment.



Training & Development

Each employee receives an annual budget of \$1,000 toward career development courses and programs. Employees also receive up to eight hours of PTO to attend workshops.



Equity & Profit Sharing

Employees have the opportunity to purchase stock and exercise options to become a Company shareholder. The Company pays distributions based on the number of shares an employee owns and the Company's previous year profits.



Discounts

Employees enjoy discounts related to entertainment, travel, electronics and more through TriNet Marketplace.



Performance & Recognition

Equilar regularly celebrates and highlights high-performing employees. Top performers enjoy honors such as President's Club, the quarterly Equi-Star and RoQ-Star awards, and a monthly Employee Recognition Program.