



TÜV SÜD Americas Benefits Summary

Includes all entities in the US



Medical: Three (3) Medical plan options provided through United Healthcare (UHC):

Traditional PPO plan: Biweekly Cost (\$750/\$1,500 Ded)

Employee	Employee +1	Family
\$107.22	\$244.45	\$289.48

Two (2) High Deductible Health Plan options with associated Health Savings Account (HSA):

Saver Consumer Directed HealthPlan with (HSA): Biweekly Cost (\$2,000/\$4,000 Ded)

Employee	Employee +1	Family
\$67.59	\$154.10	\$182.48

Core Consumer Directed HealthPlan with (HSA) Biweekly Cost (\$3,000/\$6,000 Ded)

Employee	Employee +1	Family
\$49.50	\$112.88	\$133.67

Health Savings Account (HSA) administrated through Optum Financial. The Company contributes \$500 for employee coverage, \$1,000 for Employee +1 or Family. Prorated depending on enrollment date.

Dental: Comprehensive plan through Cigna DPPO

Biweekly Costs:

Employee	Employee +1	Family
\$4.12	\$6.24	\$13.60

Vision: Comprehensive plan through VSP

Biweekly Costs:

Employee	Employee +1	Family
\$3.96	\$5.75	\$10.30

UHC Supplemental Financial Protection Plans

Extra insurance that can help you by providing you with a benefit payment that can be used to help pay deductibles, co-pays, household bills or everyday expenses.

- Critical Illness
- Hospital Indemnity
- Accident Insurance

Commuter/Parking Benefit: Voluntary benefit that provides tax savings for commuting to and from work on public transportation, bus, train, MBTA, ferry or parking to take one of the listed modes of transportation.

Employee Wellbeing: Company paid employee Assistance Program through ComPsych

Paid Family Leave

- Parental: up to 2 weeks paid following birth/adoption
- Maternity: up to 12 weeks paid (including 2 weeks parental) for the person giving birth

Seven (7) Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Friday after Thanksgiving, and Christmas Day

+Three Floating Personal Days* of your choice if hired:

Jan – May: Three (3) days, Jun – Sept: Two (2) days, Oct – Dec 1st: One (1) day.

Paid Time Off: Generous paid time off, time accrued monthly. Prorated depending on new hire's start date. Paid Time Off (PTO) Accrual Schedule:

Less than 1 year	pro-rated days	11.33 hrs / mo
Year 1	136 hrs/ 17 days	11.33 hrs / mo
Year 2	144 hrs/ 18 days	12.00 hrs / mo
Year 3	176 hrs/ 22 days	14.66 hrs / mo
Year 4	192 hrs/ 24 days	16.00 hrs / mo
Year 5 onward	200 hrs/ 25 days	16.66 hrs / mo

Life Insurance/ ADD Company paid Basic Life Insurance and Accidental Death and Dismemberment - 2x annual base salary up to max of \$300,000.

Company Paid Short Term Disability / Long Term Disability

- Up to 13 weeks paid medical leave at 70% salary STD.
- LTD Medical Leave pays 60 % of your salary.

Additional employee paid voluntary options include: Life insurance options for employees, spouse, and children.

Retirement Plan: provided through Voya Financial 401(k) Savings Plan with Company match by employer 50% up to the first 6% of employee contributions.

Corporate Social Responsibility Program Each employee will be granted up to 8 hours per calendar year to volunteer with the Company sponsored organization.

Professional Development

- Gold Award - 2020 Brandon Hall Award for "Excellence in Leadership Development"
- Technical Expert Development as well as Leadership Development Programs
- Global/Regional High Potential Programs
- Tuition reimbursement up to \$ 5,000/year
- Free LinkedIn Learning license: personalized content to learn anytime, anywhere!
- Role Specific Learning Paths
- Various other training opportunities



Gold EcoVadis rating for our corporate sustainability efforts regarding social, environmental and governance policies.

This summary is intended as a high-level overview and is informational purposes only. The plan documents, insurance certificates and policies will serve as the governing documents to determine plan eligibility, benefits, and payments. In the case of conflict between the information in this summary and the official plan documents, the plan documents will always govern