

RTGX | 2017 Benefits Summary

401K PLAN

AIS contributes 7% of your compensation earned, regardless of whether you contribute, starting your first day of employment and the contributions are 100% vested immediately! You can also contribute to your 401k account on a pre-tax or ROTH (after-tax) basis immediately upon hire or at any point after your hire date. The plan provides roll-over, withdrawal and loan provisions and a full spectrum of investment options for you to select.

MEDICAL – HEALTH INSURANCE

AIS offers a High Deductible Health Plan with the premium 100% paid for all coverage levels- Employee only, Employee +1, or Family. In addition, AIS contributes 80% of your deductible under the plan into your choice of a Health Savings Account (HSA) or Health Reimbursement Account (HRA). Domestic Partners are eligible for coverage under the plan as a dependent. However, under federal law, to be eligible for reimbursement of healthcare expenses under the HSA or HRA, the domestic partner must be a qualified tax dependent. Both plans allow for reimbursement of qualified out-of-pocket dental and vision expenses. Coverage begins on the 1st of the month following first date of active employment.

OPTIONAL DENTAL INSURANCE

Pretax Dollar Premium
Paid by Employee

AIS offers employees two Dental Plan options to choose from. The plans are optional with the premiums paid by the employees on a pre-tax basis. Employee only, Employee+1 or Family coverage is available and coverage begins on 1st of month following first date of active employment.

FLEXIBLE SPENDING PLANS

AIS offers three distinct plans where employees can contribute tax free money to pay for qualified expenses. Dependent Care Accounts to pay for qualified child care, elder care or care for a disabled spouse. Healthcare Flexible Spending Accounts to pay for qualified out-of-pocket healthcare expenses including dental and vision. Limited Purpose Health Flexible Spending Account for employees who don't qualify for the regular Healthcare Flexible Spending Accounts to pay for qualified out-of-pocket healthcare expenses including dental and vision.

HOLIDAYS

Paid Holidays (10 total), and when the federal government declares an official holiday (e.g. national day of mourning). There are eight (8) Federal Holidays; plus, the choice of two (2) optional holidays from among the three (3) possible choices of Columbus Day, Veteran's Day and the Friday after Thanksgiving. Any day declared by the government as a National Holiday may also be observed (e.g. national day of mourning).

PAID TIME-OFF BENEFITS

Paid Time Off - Four (4) weeks paid time off per year (160 hours). An additional week of paid time off (40 hours) is awarded after your fifth year of employment. You can accumulate up to a maximum of 8 weeks. Vacation is accrued every pay period starting with your first paycheck.

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FLEX HOURS

AIS recognizes the challenges our employees have in balancing the demands of their work and personal life. In order to assist our employees with fulfilling their responsibilities and support their attainment of work/life balance we offer flexible working hours as an alternative to the traditional working day. While coordinating with your manager to ensure essential business needs are covered; you may flex your schedule altering your arrival or departure times from work, as necessary and allowed by customer demands, within our core hours of 10 a.m. to 3 p.m.

SHORT TERM & LONG-TERM DISABILITY INSURANCE

AIS provides company paid Short Term (Statutory and Supplemental) and Long Term Disability Plans, offering income protection to you in the event of an illness or injury. The coverage begins on the 1st day of employment. The plans allow employees to determine the way in which they receive the benefits; taxable or non-taxable. This election can be made at time of enrollment and annually at open enrollment.

LIFE INSURANCE WITH DEPENDENT COVERAGE

\$500,000 Group Term Life Insurance Plan coverage for employee, \$10,000 for spouse and \$5,000 for child(ren) all 100% paid by AIS and guaranteed issue. Evidence of Insurability not required and coverage begins on the 1st day of employment.

ACCIDENTAL DEATH & DISMEMBERMENT Insurance Rider

\$500,000 GROUP AD&D Insurance Plan 100% paid by AIS and guaranteed issue. Insurance typically payable based on the loss schedule per the guidelines of the plan. Evidence of Insurability not required and coverage begins on the 1st day of employment.

EDUCATION ASSISTANCE

Educational assistance tailored for Undergraduate & Graduate Programs leading to Company Relevant Degrees; 100% cost reimbursement (Books Included) based on appropriate grade achievements and corporate preapproval.

\$500 PROFESSIONAL EXPENSES

You are eligible for reimbursement for allowable, business related Software, Hardware, Books, Subscriptions or other items relevant to your position at AIS up to \$ 500 per year as determined by our policy.

PERFORMANCE BONUSES

Performance Bonuses – no scheduled or fixed amount – awarded solely at the discretion of AIS. Performance Bonuses are generally reflected from an end of year performance assessment conducted in December each year.