

Vernier Employee Benefits Summary

To help you carefully consider working at Vernier Science Education (Vernier), here are some details about our company and benefit plans. Please contact a member of the HR Team for complete eligibility requirements.

Vernier Science Education has been on the list of the 100 Best Places to Work in Oregon for over 20 years. Being on this list means that we are serious about our commitment to providing employees with a positive, professional, and fun work environment.

Additionally, Vernier has a number of innovative environmental features at our building, including a bike room, composting worms, close proximity to the Max light rail system, and solar panels on the roof. We provide our employees alternatives to driving to work and programs to encourage environmental stewardship. In 2006 we achieved a Gold rating from the U.S. Green Building Council for our building. Our goal is to provide an environmentally responsible and healthy workplace for our employees.

Medical insurance – Cigna Health Plans:

We have three plan options through Cigna. Coverage for all plans begin on the first of the month following thirty days of employment.

- **Cigna Local Plus Plan** is limited network plan with a \$5,500 deductible per person, \$11,000 maximum per family, and is combined with our Health and Reimbursement Account (HRA). The HRA reimburses \$3,000 of the annual \$5,500 deductible per person (max 2). The employee is responsible for the first \$500 per person (max 2) and the last \$2,000 (per person) charged to their deductible each year. **Vernier currently pays 100% of the premium for employees and about 95% of the premium for dependents for this plan for all full-time employees.**
- **Cigna Open Access Base Plan** is part of the national Cigna network with a \$5,500 deductible per person, \$11,000 maximum per family, and is combined with our Health and Reimbursement Account (HRA). The HRA reimburses \$3,000 of the annual \$5,500 deductible per person (max 2). The employee is responsible for the first \$500 per person (max 2) and the last \$2,000 (per person) charged to their deductible each year. Employees who choose this plan will pay a small portion of the premiums. Contact Human Resources for information on the additional cost for this plan.
- **Cigna Open Access HSA Plan** is part of the national Cigna network with a \$2000 deductible per person, \$4000 maximum per family. Until the full deductible is reached, the HSA plan only pays for preventative care. This plan is coupled with an HSA account managed by Fidelity. Vernier will contribute \$1,000 (\$500 in January and \$500 in July) to the account each year. **Vernier currently pays 100% of the premium for employees and about 95% of the premium for dependents for this plan for all full-time employees.**

Dental insurance – Cigna:

- Company pays 100% of premiums for full-time employees and their families.
- Coverage begins on the first of the month following thirty days of employment.
- This plan which allows access to dentists in or out of network.

Life insurance – Lincoln Financial

- Company pays 100% of premiums for a \$50,000 Term Life and AD&D policy. Coverage begins on the first of the month following 30 days of employment.
- Employees have the option to purchase an individual supplemental policy for Life, AD&D, Spouse Life, and Dependent coverage through a supplemental policy.

Vision insurance – (Self-administered):

- Company will reimburse regular full-time employees up to \$300 per 24-month benefit period for vision exams, lenses, contact lenses, frames, laser (lasik) surgery, and computer-related glasses. Coverage begins on the first of the month following 30 days of employment.

Tuition Assistance:

- To encourage personal development through formal education, a tuition assistance program is offered to full-time employees, following one-year of full-time employment. The benefit is \$5,250 annually.

Long-term Disability insurance – Lincoln Financial:

- Company pays 100% of premiums for full-time employees.
- Under the long-term disability policy, coverage begins after ninety days of being unable to work. Payment is 66.67% of the employee's monthly pay, up to \$6,000 per month.
- Short-term disability coverage in Oregon is available through Paid Leave Oregon, which is a state-run program. A short-term policy is available to employees who live outside of Oregon, in a state without a paid leave program. See Human Resources for additional details.

Paid Time-Off (PTO) is offered on the following schedule:

- Regular full-time employees will receive 128 hours of PTO each year for the first three years of service. The full 128 PTO hours are front loaded for new employees the first year. After the first year, Employees will accrue 4.923 hours of PTO per pay period. Employees are not eligible to use PTO leave during their first 60 days of employment; however, it will accrue during these days.
- Regular full-time employees will receive 168 hours of PTO each year after three continuous years of employment from date of hire. (Employees will accrue 6.461 hours of PTO per pay period.)
- Regular full-time employees will receive 208 hours of PTO each year after seven continuous years of employment from date of hire. (Employees will accrue 8 hours of PTO per pay period.)
- Regular full-time employees will receive 248 hours of PTO each year after twenty continuous years of employment from date of hire. (Employees will accrue 9.54 hours of PTO per pay period.)

Additional Paid Time-Off:

- Holidays – generally ten 8-hour days per year.
- Bereavement – three days (maximum 24 hours) per year, for death of an immediate family member.
- Volunteer time – four hours per month to volunteer in the community.
- Jury Duty Pay – up to 40 hours per year

Sabbatical Leave:

- Employees are provided with a one-month (4 calendar weeks) paid sabbatical after seven years of continuous employment.

Public Transportation:

- Vernier is located next to the Millikan Way transit station for Max light rail and Tri-Met buses. The company encourages the use of public transportation by paying a \$75 monthly commuter benefit to employees who use public transportation 10 or more days a month.

Profit Sharing:

- Profit sharing is offered to qualifying employees, based on company profits and employee time worked in the previous year. This benefit is separate from the 401K profit sharing component.

401k Plan:

- Employees are eligible to defer part of their pay into the 401K Plan on the first of the month following 90 days of employment.
- A "safe harbor" employer contribution will be made to all eligible employees. Employees do not need to defer to receive the employer contribution. In an employee's first year of eligibility (after 1 year of employment), the amount received is determined by multiplying the employee's eligible compensation (calculated from the first of the month following the anniversary date) by 3%. In

subsequent years, the amount received is determined by multiplying the employee's annual eligible compensation by 3%.

- After the employee's second anniversary, he/she is eligible for the Company discretionary "Profit Sharing" contribution. The amount is based on the employee's eligible compensation for second calendar year of employment. Again, employees do not need to defer to receive the employer contribution. The contribution has ranged between 4-7%.

Charitable Contributions:

- Vernier will match employee contributions (up to \$1,000 per employee, per year).

Cafeteria Plan (Section 125):

- Employees not enrolled in the HSA medical plan may defer pre-tax dollars into a Flexible Spending Account to cover medical expenses (\$3,050 annually) that are not covered by insurance. Deferral for dependent care (\$5,000) costs and commuter expenses (\$300) is also available.

Additional Perks:

- Employee Assistance Program (EAP)
- Peer mentor program for newly hired employees
- Stellar Service Drawings (employee to employee recognition) with monthly prize drawings
- Frequent company social events
- Opportunities to join company committees: 401(k) Advisory, Aquarium, Beekeepers, Charitable Giving, EDIB, Garden, Green, Health & Wellness, Safety, Social, Tuition Assistance, Volunteer, and Worm Wranglers.
- Opportunities to participate in community service; e.g., OPB, School Supply Drive, Habitat for Humanity, and Oregon Food Bank.
- Drawings for tickets to basketball, soccer, baseball, theatre and symphony events
- OMSI and Portland Art Museum passes
- Conveniently located near MAX station and bus lines with paid employer commuter benefit
- Onsite indoor bike storage room and use of company bike/helmet
- Onsite parking/charging station for electric cars
- Onsite fitness center
- Weekly lunchtime activities to include volleyball, basketball, yoga, and ADAPT
- Private onsite shower facilities and locker rooms
- Casual dress work environment
- Onsite Avanti Market to purchase snacks and meals
- Free soda, coffee, tea, hot chocolate, and filtered water
- Annual day at the movies