



DEFIANT

Benefits at a Glance – US Employees – March 2020

These benefits apply to all US employees unless otherwise noted. Some benefits are pro-rated for part-time employees. Benefits with an asterisk (*) are only available if you work at least 30 hours per week.

Work/Life Balance

Flexible Schedules

Full-time telecommuting with flexible hours. Core hours of 10am-1pm Pacific Time.

Paid Time Off

21 days + 1 day per year up to 25 days. 7 paid holidays (minimum). Other forms of paid leave, such as parental, bereavement and jury duty leave are also available. *Pro-rated for part-time employees.*

Home Office

New ergonomic chair, desk, laptop, desktop monitor, and other ergonomic office equipment to provide a comfortable home office. Up to \$80 per month for phone and internet expenses (\$40 for part-time employees).

Health and Well Being

Gym

\$1,200 per year for gym membership and related products and services, including fitness classes, personal training, and sign up fees.

Health Insurance Benefits*

100% of monthly medical, dental and vision premiums for employees and 50% for dependents.

Medical/Rx Insurance*

Regence Premier \$250 plan through Regence Blue Shield. \$20 co-pays and 90% coverage for most in-network services after a \$250 annual deductible per individual (\$500/family). \$2,500 out-of-pocket maximum per individual (\$5,000/family).

Dental Insurance*

100/90/50 plan through Delta Dental of Washington with a \$25 annual deductible (\$75 family) and a \$2,000 annual maximum benefit per individual.

Vision Insurance*

Eye exams every 12 months with a \$10 exam co-pay, \$25 co-pay for frames and lenses, and up to \$60 co-pay for contacts through VSP. \$180 frame allowance and \$160 contact allowance.

Flexible Spending Account*

Defer pre-tax funds to use for qualified medical and dependent

care expenses.

Benefits Advocacy

Free, confidential assistance with health benefits, coverage questions, claims issues, and related is available through our Benefits Advocacy program.

Financial Security

401(k) Match

100% of your first 4% of salary deferred and fully vested immediately. All administrative fees paid. US employees only.

Short-Term & Long-Term Disability*

60% of your salary up to \$2,500/week starting on the 1st day of an injury and the 8th day of an illness and 60% up to \$10,000 per month after 90 days.

Life/AD&D Insurance*

\$15,000 life and AD&D insurance with medical enrollment.

Professional Development

Training and Certification

100% paid or reimbursed fees, plus study time, for work-related training and security certifications, including, but not limited to, Security+ and CISSP.

College Tuition Reimbursement

Up to \$5,250 per year (\$2,625 for part-time employees) for college courses in the security field.

New Parents

Parental Leave

100% of salary for up to 4 weeks within 12 months of becoming a new parent.

Baby Bucks

If you have a baby or adopt a child under the age of 18, Defiant's gift to you is \$1,000 net cash ("Baby Bucks") in your paycheck.

Life Assistance

Employee Assistance Program (EAP)*

Free and discounted support in a wide variety of areas, including counseling, crisis help, legal assistance, identity theft recovery, mediation, financial help, will preparation, child/adult/elder care, life balance, and home ownership.