



DEFIANT

Benefits at a Glance – US Employees – May 2021

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. 11 paid holidays per year. 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 \$100 per month for phone and internet expenses (\$50 for part-time employees). Beverage machine up to \$200 and \$30 per month for beverages.

Health and Well Being

Gym

\$1,200 per year for wellness 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.

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.

Travel Perk

Reimbursement of Clear membership (www.clearme.com) AND either a TSA PreCheck Membership OR Global Entry (which includes TSA PreCheck) plus passport application and renewal fees.