



Summary of Arrowpoint Corporation Employee Benefits

All Arrowpoint benefits are effective immediately upon hire.

Medical Insurance

- DC Area employees have a choice of a PPO or HMO provided through Carefirst Blue Cross/Blue Shield.
- Employees outside the DC Area participate in Carefirst Blue Cross/Blue Shield PPO.
- 60% Employer / 40% Employee cost-share

Dental Coverage

- Carefirst BlueDental Plus
- 60% Employer / 40% Employee cost-share

Vision Services Plan (VSP):

- Discounted vision care services, including glasses, contacts, year exams, and more.

Employee Wellness

- Employee Assistance Program with a variety of work/life issues provided at no cost to employee and family members.
- Employees at our McLean office have access to a no-cost fitness center and locker rooms.

Basic Life/AD&D Insurance

- \$ 50,000 policy at no cost to Employee.

Voluntary Life Insurance

- Employee may choose to cover themselves and their eligible dependents.
- Employee coverage maximum is \$500,000 or 5x annual salary.
- Spousal coverage maximum is equal to employee elected amount or \$500,000.
- Dependent child coverage maximum is \$10,000.
- Rates vary with age and amount of insurance.

Travel Accident Insurance

- Provided at no cost to Employee.
- Pays a benefit of \$250,000 for accidental death while on business travel.
- Includes benefits for identify theft protection for yourself and your eligible dependents.

Short-Term Disability Insurance:

- Provided at no cost to Employee.
- Benefits begin after 8th day of accident or illness; up to 60% of weekly earnings, to a maximum weekly benefit of \$500.

Long-Term Disability Insurance:

- Provided at no cost to Employee.
- Benefits begin after 90 days of disability; up to 60% of basic monthly earnings, to maximum monthly benefit of \$10,000

401k Pension Plan:

- Employer match: 4% of annual salary fully vested from day one of participation.
- Provided through Fisher Investments.

Legal Services Plan:

- Both free and discounted legal services provided through local law firms.

Dependent Care Assistance Program

- Set aside up to \$5,000 pre-tax dollars per year for dependent care.

Health Care Spending Account

- Set aside up to \$2,750 pre-tax dollars per year (indexed annually) for out-of-pocket health care expenses, with a roll-over option.

Transportation or Parking Benefit

- Employees at the McLean location receive free garage parking.
- For employees not at McLean, or those who utilize mass-transit, we reimburse up to \$120 monthly for Metro or VRE expenses

Paid Time Off

- 12 Vacation Days (for up to 5 years of employment).
- Up to 56 hours of sick leave annually.
- 10 Federal Holidays.