

2025 BENEFITS HIGHLIGHTS

At Platform Science, we give our employees the tools to succeed both on and off the job. Our generous benefits package provides comprehensive coverage to help protect your health and prepare for the future.

EMPLOYEE COST PER MONTH

Regular, full-time employees (30 or more hours/week) are eligible for benefits the first of the month following date of hire

Tiers	Anthem HDHP	Anthem PPO	Kaiser HMO	Anthem Dental Base	Anthem Dental Buy-Up	Anthem Vision
Employee Only	\$0.00	\$176.35	\$0.00	\$0.00	\$10.37	\$0.00
Employee + Spouse/DP	\$79.72	\$536.11	\$79.72	\$0.00	\$21.72	\$0.00
Employee + Child(ren)	\$53.14	\$416.19	\$53.14	\$0.00	\$23.67	\$0.00
Employee + Family	\$139.50	\$805.93	\$139.50	\$0.00	\$29.01	\$0.00

MEDICAL BENEFITS

Deductible and Out-of-Pocket Maximums reflect in-network benefits

	Anthem PPO	Anthem HDHP	Kaiser HMO (CA & CO Only)
Deductible			
Individual	\$200	\$2,250 (\$3,300 individual in a family)	\$500
Family	\$600	\$4,500	\$1,000
Out-of-Pocket Maximum			
Individual	\$2,700	\$3,500	\$3,000 (CA) / \$2,500 (CO)
Family	\$5,400	\$7,000	\$6,000 (CA) / \$5,000 (CO)
Office Visits	\$20 copay, deductible waived	Plan pays 80% after deductible	\$30 CA / \$20 CO copay, ded waived

DENTAL BENEFITS

Anthem Dental POS Base Plan (In-Network)

- \$50 individual, \$150 family deductible
- \$2,500 annual benefit maximum

Anthem Dental POS Buy-up Plan (In-Network)

- \$50 individual, \$150 family deductible
- \$3,000 annual benefit maximum
- \$2,500 lifetime orthodontic maximum for adult and children

VISION BENEFITS

Anthem Vision

- \$10 exam copay / \$25 materials copay
- \$200 frame allowance retail; **\$250 plus providers** + 20% off additional balance

TAX-SAVING BENEFITS

Flexible Spending Accounts

- Health Care FSA
- Dependent Care FSA
- Limited Purpose FSA

Health Savings Account (HSA) *for participants in the Anthem Blue Cross HDHP*

- Annual employer HSA contributions of \$400 for individuals and \$1,000 for families

RETIREMENT BENEFITS

Betterment 401(k)

- Platform Science matches 50% of employee 401 (k) contributions up to 3%

DISABILITY BENEFITS (Employer Paid)

New York Life Short Term Disability

- Pays 60% of salary up to \$2,000 per week

New York Life Long Term Disability

- Pays 60% of salary up to \$8,000 per month

BASIC TERM LIFE & AD&D *(Employer Paid)*

New York Life Basic Life & Accidental Death and Dismemberment (AD&D)

- 1 times your annual salary up to a maximum of \$275,000 benefit
- Be sure to designate your beneficiaries through the ADP dashboard

VOLUNTARY LIFE & AD&D *(Employee Paid)*

New York Life Voluntary Life & AD&D

- Available for employees and their dependents

PET INSURANCE

Pet insurance for dogs and cats

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Anthem & New York Life

- Up to 3 in-person visits at no cost and unlimited phone access 24/7 per EAP program
- In addition to mental health services, the program also provides confidential support on a wide variety of important topics — including dependent/elder care, nutrition, fitness, and legal and financial issues.

PAID VACATION

Non-Exempt employees will accrue up to 136 hours per year of company paid vacation. Exempt employees will transition to a discretionary policy and will no longer accrue vacation hours

PAID SICK LEAVE

Platform Science provides 80 hours per year of company paid sick leave.

PAID PARENTAL LEAVE

Platform Science offers 6 weeks of paid parental leave.

DAY OF SERVICE POLICY

Full-time employees receive a floating paid day off to volunteer for a cause they care about (must be used within the fiscal year; does not carry over)

PAID HOLIDAYS

Platform Science provides paid holidays for all full-time, benefit-eligible employees.

- New Year's Day
- Martin Luther King Jr., Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- Two floating holidays to be used throughout the year at the employee's discretion