

# 2026 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.

MEDICAL Tiers	UHC PPO	UHC HDHP	Kaiser HMO NCA*	Kaiser HMO SCA*	Kaiser HMO CO*
Employee Only	\$192.17	\$20.00	\$0.00	\$0.00	\$0.00
Employee + Spouse/DP	\$584.20	\$86.87	\$79.72	\$81.03	\$84.12
Employee + Child(ren)	\$453.53	\$57.91	\$53.14	\$54.01	\$56.06
Employee + Family	\$878.23	\$152.01	\$138.50	\$140.78	\$146.13

DENTAL/VISION Tiers	UHC Dental PPO Base	UHC Dental PPO Buy-up	UHC Vision
Employee Only	\$0.00	\$10.37	\$0.00
Employee + Spouse/DP	\$0.00	\$21.72	\$0.00
Employee + Child(ren)	\$0.00	\$23.67	\$0.00
Employee + Family	\$0.00	\$29.01	\$0.00

## MEDICAL BENEFITS

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

	UHC PPO	UHC HDHP	Kaiser HMO NCA/SCA *	Kaiser HMO CO*
<b>Deductible</b>				
Individual	\$200	\$2,250	\$500	\$500
Family	\$600	\$3,400	\$1,000	\$1,000
<b>Out-of-Pocket Maximum</b>				
Individual	\$2,700	\$3,500	\$3,000	\$2,500
Family	\$5,400	\$7,000	\$6,000	\$5,000
Office Visits	\$20 PCP / \$25 Specialist**	You pay 20% after deductible	\$30 PCP/\$40 Specialist**	\$20 PCP/\$30 Specialist**

\*Kaiser coverage available for CA and CO employees only / \*\*Deductible waived

## **DENTAL BENEFITS**

### ***UHC Dental PPO Base Plan (In-Network)***

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

### ***UHC Dental PPO 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**

### ***UHC Vision (In-Network)***

- \$10 exam copay / \$10 materials copay
- \$200 frame allowance retail; 30% discount available at most participating in-network providers

## **TAX-SAVING BENEFITS**

### ***Navia Flexible Spending Accounts***

- HealthCare FSA (contribute up to \$3,400 per year)
- Dependent Care FSA (contribute up to \$7,500 per year)
- Limited Purpose FSA (dental and vision expenses only)

### ***Navia Health Savings Account (HSA) for participants in the UHC HDHP***

- Annual employer HSA contributions of \$400 for individuals and \$1,000 for families (contribute up to \$4,400 for individuals and \$8,750 for families per year, including employer contribution)

## **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**

### ***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 Benefit Solutions**

- Pet insurance for dogs and cats (enroll at [petbenefits.com](https://petbenefits.com))

**EMPLOYEE ASSISTANCE PROGRAM (EAP)**
**UHC & New York Life EAP**

- 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 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 be on a discretionary time off policy.

**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)

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

**TECHNOLOGY & CELL PHONE STIPEND**

Platform Science offers a \$40 allowance per pay period stipend for work-related use of personal technology and cellular devices.

**PAID HOLIDAYS**

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

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|-------------------------------|--------------------------|
| • New Year's Day              | • Labor Day              |
| • Martin Luther King Jr., Day | • Thanksgiving Day       |
| • President's Day             | • Day after Thanksgiving |
| • Memorial Day                | • Christmas Eve          |
| • Independence Day            | • Christmas Day          |

\*Two floating holidays to be used throughout the year at the employee's discretion