

## Benefits Summary

**ClearFocus® Technologies** is committed to helping you and your family enjoy the best possible physical, financial, and emotional well-being. That's why we offer you a comprehensive, competitive benefits package, with the flexibility to make the choices that meet your needs.

### FEATURED FAVORITE BENEFITS

- ClearFocus offers education/tuition reimbursement and/or student loan payments up to \$5,250 per year for any course of study.
- New ClearFocus employees are eligible for medical, dental and vision coverage the first day of the month following their start date and don't have to wait months as with some employers.
- ClearFocus offers a 401(k) plan with a 4% employer match, and new employees are instantly vested and don't have to wait months as with some employers.
- The ClearFocus Paid Time Off (PTO) policy includes PTO buyback options.
- ClearFocus Culture Club: Foster a fun and engaging work environment by meeting with coworkers to plan virtual game nights, virtual wine tastings, happy hours and annual company parties.
- ClearFocus Cares: We offer an annual paid day off for company-sponsored, community-service events.



#### MEDICAL BENEFITS

- Inpatient Hospitalization
- Outpatient Surgery
- Physical Therapy
- Outpatient Mental Health
- Lab/X-Ray/Advanced Diagnostics
- Urgent Care
- Emergency Room

#### PRESCRIPTION BENEFITS

- Retail
- Mail-Order
- Brand and generic drugs

#### DENTAL BENEFITS

- Preventive
- Basic
- Major
- Orthodontia

**INCOME REPLACEMENT BENEFITS** As a part of Clearfocus Technologies' benefits, we provide you with Life and Accidental Death & Dismemberment (AD&D) coverage as well as Short-term Disability (STD) and Long-term Disability (LTD) insurance. You also have the opportunity to enroll in supplemental Voluntary Life and AD&D coverage. These programs offer you and your family financial protection against some of the uncertainties life can bring.

**EMPLOYEE ASSISTANCE PROGRAM** Up to five virtual (video or telephonic) counseling sessions, per issue, with a licensed clinician Employer Consultation Services for work and life services: childcare and eldercare, financial, legal and identity theft prevention and recovery.

**GRIEF COUNSELING** Offers professional support in times of need. Face to face sessions with a licensed counselor to help employees cope with a loss or major life change. Or employees can speak to a licensed counselor in the comfort of their home through the help line.

#### CORPORATE HQ

305 Harrison Street SE  
Suite 100B  
Leesburg, VA 20175

#### Questions?

Reach out to recruiting at:  
[recruiting@clearfocustech.com](mailto:recruiting@clearfocustech.com)

[www.clearfocustech.com](http://www.clearfocustech.com)

## VISION BENEFITS

- Routine Eye Examination
- Materials (Single/Bifocal/Trifocal Lenses)
- Frames
- Elective Contact Lenses
- Standard Progressive Lenses
- LASIK

## FLEXIBLE SPENDING ACCOUNTS

**HEALTHCARE FSA** The health care reimbursement Flexible Spending Account (FSA) lets you pay for certain IRS-approved medical care expenses not covered by your insurance plan with pretax dollars. For example, cash that you now spend on deductibles, copayments or other out-of-pocket medical expenses can instead be placed in the health care reimbursement FSA pretax.

**TRANSPORTATION FSA** The Transportation FSA allows employees to pay for work-related transit vouchers, vanpooling, and qualified parking expenses with pretax dollars.

**DEPENDENT CARE FSA** The Dependent Care FSA lets you use pretax dollars toward qualified dependent care.

- The cost of eligible child or adult dependent care either in or out of your house by an eligible caregiver.
- Nursery schools and preschools (excluding kindergarten).

## ESTATE RESOLUTION SERVICES

 Services include:

- Face-to-face consultations and telephone access with a participating Hyatt attorney within the employee's geographic area.
- Creation and updating of Will Documents, including complex wills and codicils.
- Creation of Power of Attorney Documents.
- Creation of Living Wills/Advance Directive Documents.
- Provides probate services and settling an estate with unlimited consultations, face to face or by phone for employees and beneficiaries

## ADDITIONAL BENEFITS

**401K** All full time and part time employees are eligible to participate and are fully vested after 30 days of employment. Take advantage of the 4% employer match, which is equivalent to a 100% match on first 3% of employee contributions and a 50% match on the 4th and 5th percent of employee contributions; you must contribute at least 5% to receive the full employer match. Both a traditional and Roth options are available.

**PROFESSIONAL DEVELOPMENT REIMBURSEMENT** We provide employees with professional development opportunities that increase their contributions to the organization. Our employees' work performance is vital to the success of our organization. Providing professional development to our employees is an investment in their careers and the organization's future. Potential uses for allotment include certifications, webinars, conferences, study materials and tuition reimbursement. Full-time regular employees are eligible for reimbursement for education costs that are approved by the organization.

**HEALTH SAVINGS ACCOUNTS (HSA)** are like personal savings accounts, but the money in them is used to pay for health care expenses. You — not your employer or insurance company — own and control the money in your HSA. The money you deposit into the account is not taxed. ClearFocus also makes employer contributions to employees' HSAs.

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