

2025 BENEFITS OVERVIEW



The Vertex Companies, LLC (“VERTEX”) offers meaningful plans that will have a positive impact on employees and their families. Various options that differ in cost and plan design are intended to provide employees with the opportunity to customize their benefit plan to meet their lifestyle and personal choices.

Medical Insurance:

VERTEX is pleased to offer four (4) medical plans which include a Preferred Provider Organization (PPO) and Consumer-Driven Health Plans (CDHP) with a Health Savings Account (HSA) option through **Blue Benefit Administrators of MA (BBA)**. These plans provide access to a nationwide network of high-quality health care providers and affordable services. Each plan provides different levels of coverage applicable to various health care needs. Review the side-by-side comparison grid of each plan.

VERTEX is excited to offer **Kaiser Permanente** to our California employees in addition to BBA. Kaiser Permanente is one of the nation's largest not-for-profit health plans. At Kaiser Permanente, physicians are responsible for medical decisions. The Permanente Medical Groups, which provide care for Kaiser Permanente members, continuously develop and refine medical practices to help ensure that care is delivered in the most efficient and effective manner possible.

VERTEX is pleased to offer comprehensive plans to our Hawaii employees through the **Hawaii Medical Service Association (HMSA)**. This plan offers medical, dental, and vision coverage all in one.

Dental Insurance:

Dental care is an important part of total health care. To reduce high dental expenses and help prevent uncomfortable treatments, prevention is the key.

VERTEX uses the **BCBSMA Dental Blue Select Network**. This plan provides comprehensive coverage for all your dental needs.

Vision Insurance:

Your eyesight is an integral part of your overall health and a key component to safety. Good vision care is essential. Vision benefits are provided through **Blue20/20**, which provides coverage for preventive care, as well as for eyeglasses and contact lenses.

Flexible Spending Accounts:

Flexible spending accounts allow you to pay for medical, dependent, and commuter benefit expenses tax-free. This can save you significant tax dollars of up to 30%!

Health Saving Account:

An HSA allows you to make tax-free contributions to a federally insured savings account. Balances earn tax-free interest and can be used to pay for qualified medical expenses. HSA-qualified health plans typically cost less than traditional plans and the money saved can be put into your HSA.



VERTEX offers Life, Accidental Death & Dismemberment (AD&D) and disability benefits at no cost to you!

Group Basic Life and AD&D:

This coverage allows you to make sure that your loved ones are taken care of financially in the event of your death. Coverage provided is 1x/annual salary to a maximum of \$200,000.

Supplemental Life:

Additional supplemental coverage may be purchased for yourself, spouse, and/or child(ren) and is provided at a premium based on age and coverage amount.

Short Term Disability (*Eligible after 6 months of continuous employment*)

Provides a benefit of 60% of your weekly earnings to a maximum of \$2,500. Benefits begin on the 1st day for injury and 8th day for illness, for up to 26 weeks.

Long Term Disability (*Eligible after 6 months of continuous employment*)

Provides a benefit of 60% of monthly earnings to a maximum of \$15,000 per month. Benefits begin after a 180-days elimination period and are eligible up until you reach Social Security retirement age.

Accident Insurance:

Accident insurance provides an added layer of financial protection should you or a covered family member become injured. It pays for gaps that your major medical insurance doesn't cover.

Hospital Indemnity Insurance:

Hospital Indemnity insurance can help with out-of-pocket expenses you may incur if you are hospitalized due to an illness and/or injury suffered in an accident. The plan provides payments in addition to any other insurance payments you may receive

Employee Assistance Program (EAP):

AllOne Health offers a diverse platform of services for you and your household. The EAP is designed to assist you balance the demands of work and personal life. EAP is FREE, 100% confidential, and easily accessible 24/7.

Critical Illness:

Critical Illness pays a benefit up to \$30,000 if you or a family member are diagnosed with a covered serious illness included, but not limited to a stroke, cancer, or heart attack.

Identity Theft Protection:

Allstate Identity Protection delivers a powerful new approach to online privacy with unique tools and proactive monitoring that help you see, manage, and protect your personal data.

Working Advantage:

This is a free program available to all VERTEX employees and their families to save money on movie tickets, theme parks, hotels, sporting events, and online shopping.



Paid Time Off:

VERTEX offers Paid Time Off to all employees for sick, and vacation. VERTEX also follows federal and state leave and disability program statutes, as well as offers company-paid parental leave and volunteer time.

Vertex also offers paid time off for 9.5 holidays a year.

VERTEX Retirement Options:

401(k): *(Contributions can begin after your first paycheck)*

Every check that you do not contribute to a retirement plan is an opportunity missed for saving toward your long-term retirement goals. Maximize your savings by contributing to VERTEX's pre-tax 401(k) Plan or post-tax Roth IRA. VERTEX offers a matching contribution equal to 100% of your first 4% contribution and you are vested immediately. Contributions may begin on your second paycheck.

Please refer to the 2025 Benefits Guide for additional benefit information.