



## Employee Benefits Overview

We are committed to supporting your health, well-being, and financial security. **At NADO, we cover 100% of employee premiums for medical, dental, and vision!** Below is a summary of the key benefits available to you as a valued member of our team.

### Health & Wellness

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| <i>Medical Insurance</i>          | <ul style="list-style-type: none"><li>• Comprehensive coverage through CareFirst Blue Cross Blue Shield</li><li>• Includes prescription drug coverage with no deductible</li><li>• In- Network wellness visits covered at 100%</li></ul> |
| <i>Dental Insurance</i>           | <ul style="list-style-type: none"><li>• Coverage through Dominion Dental Services</li><li>• Preventive care covered at 100%</li></ul>  |
| <i>Vision Insurance</i>           | <ul style="list-style-type: none"><li>• Comprehensive coverage through United Healthcare</li><li>• Annual eye exams and discounts on eyewear</li><li>• Coverage for contact lenses and glasses</li></ul>                                 |
| <i>Flexible Spending Accounts</i> | <ul style="list-style-type: none"><li>• Health Care FSA for IRS approved health care expenses</li><li>• Dependent Care FSA towards qualified dependent care</li></ul>  |

### Financial Security

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| <i>401(k) Retirement Plan</i> | <ul style="list-style-type: none"><li>• Company matches up to 8%</li><li>• Diverse investment options</li></ul>  |
| <i>Life Insurance</i>         | <ul style="list-style-type: none"><li>• Company-paid basic life insurance</li></ul>  |
| <i>Disability Insurance</i>   | <ul style="list-style-type: none"><li>• Company paid short-term and long-term disability coverage</li><li>• Income protection in case of illness or injury</li></ul> |

### Work-Life Balance

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| <i>Paid Time Off (PTO)</i>        | <ul style="list-style-type: none"><li>• Generous paid time off and sick leave policy to recharge and refresh</li><li>• Paid holidays</li></ul>  |
| <i>Flexible Work Arrangements</i> | <ul style="list-style-type: none"><li>• Options for hybrid or remote work (position dependent) and flexible hours</li><li>• Designed to help you maintain a healthy work-life balance</li></ul> |