

## **Employee Benefit Highlights**

- Health Insurance
- Company-Sponsored Insurance
- 401(k) Profit Sharing Plan
- Vacation, Sick, and Personal Leave
- Paid Federal Holidays
- Volunteer Time

## **Health Insurance**

- A comprehensive national POS II medical plan – Akoya pays insurance premiums for the employee at the individual rate, and family coverage can be added for an additional charge paid by the employee. Employer reimbursement program for eligible deductible expenses.
- Dental plan – Akoya pays insurance premiums for the employee at the individual rate, and family coverage can be added for an additional charge paid by the employee.
- Vision plan – Akoya pays insurance premiums for the employee at the individual rate, and family coverage can be added for an additional charge paid by the employee.

## **Company-Sponsored Insurance**

- Life insurance
- Accidental death & dismemberment (AD&D)
- Short- and long-term disability

## **401(k) Profit Sharing Plan**

- More than 15 investment options
- 100% vested in 3% safe harbor contributions
- 100% vested after six years of employment
- Employees eligible for profit sharing after one year of employment

## **Vacation/PTO/Holidays**

- Ten days' vacation starting first year of employment and accrued based on years of service
- Ten paid holidays
- Seven paid sick days
- Three personal days

## **Volunteer Time**

- Paid time off for volunteering starting after one year of employment and accrued based on years of service