

Future of Privacy Employee Benefits

Medical, Dental & Vision Insurance



- Offer CareFirst PPO
- 95% employer paid
- Employer funded HRA that is equal to the in-network deductible and options to participate in an FSA for medical, and dependent care costs

Transportation Benefit Plan



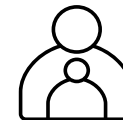
- Employees can use pre-tax contribution dollars to pay for qualified work-related transit and/or parking expenses
- Transit (Bus, Train, Ferry, Subway, Vanpools): Up to \$270/mo
- Parking (Park n' Ride, Ramp): Up to \$270/mo

Flexible Work Environment



- Flex time
- Telecommute

Parental Leave



- 16 weeks paid leave upon the birth or adoption of a child

Retirement



- Traditional 401(k) or a Roth 401(k) with up to 6% matching
- Traditional 401(k) - Pre-tax dollars
- Roth 401(k) - Taxes are paid upfront

Leave



- 3 weeks vacation
- 2 weeks sick leave
- Off for all federal holidays
- Closed between Christmas Day and New Years Day

Professional Development



- Each employee receives \$1,500 per year
- Used for workshops, certifications, courses and other approved purposes
- Staff receives IAPP membership through FPF

Telecommunications



- Reimbursement up to \$50/month
- One-time bonus of \$250.00 for expenses related to working remotely