

PERFORCE

SUMMARY OF EMPLOYEE BENEFITS: 2022

This document provides highlights of the benefits offered at Perforce Software, Inc. If there are inconsistencies between this document and the official plan documents, the plan documents govern. Perforce may modify, amend or terminate any of the benefit plans at any time, with or without notice. This document does not serve as a contract or offer of employment.

Medical, Dental, Vision, FSA, HSA, Life, STD, and LTD start on first of the month following date of hire for benefit eligible Perforce Software, Inc. employees.

Medical: Perforce offers two health plans to its employees and their dependents through Blue Cross Blue Shield Healthcare.

BCBS HDHP/HSA	Employee Monthly Premium Cost
Employee Only	\$35.00
Employee & Spouse/Domestic Partner	\$166.00
Employee and Child(ren)	\$126.00
Employee and Family	\$268.00

BCBS PPO	Employee Monthly Premium Cost
Employee Only	\$104.00
Employee & Spouse/Domestic Partner	\$270.00
Employee and Child(ren)	\$280.00
Employee and Family	\$380.00

Dental: Delta Dental provides \$1,500 of coverage per member annually. In-network preventive services are covered at 100%.

Delta Dental	Employee Monthly Premium Cost
Employee Only	\$5.00
Employee & Spouse/Domestic Partner	\$22.00
Employee and Child(ren)	\$26.00
Employee and Family	\$44.00

Vision: VSP provides comprehensive coverage for annual exams, contacts, hardware and some coverage for Lasik surgery.

VSP Vision	Employee Monthly Premium Cost
Employee Only	\$1.00
Employee & Spouse/Domestic Partner	\$3.00
Employee and Child(ren)	\$3.00
Employee and Family	\$6.00

Group Term Life Insurance: Perforce Software offers eligible employees no-cost group term life insurance through The Standard. The plan covers employees at \$50,000 of life insurance with equivalent AD&D coverage.

Voluntary Life-Insurance: Employees may purchase voluntary life insurance coverage through The Standard from \$10,000 to \$300,000, not to exceed 5 times base annual earnings. Medical underwriting is required for amounts over \$150,000.

Short-Term Disability: If you become disabled while insured under the Group Policy, the plan pays 60% of your pre-disability earnings after a seven-day waiting period. The maximum benefit period is 180 days after which you might qualify for Long Term Disability insurance. 100% of the premium is paid for by Perforce. For CA employees, SDI is primary to STD coverage.

Long Term Disability: If you become disabled while insured under the Group Policy, the plan pays 60% of your pre-disability earnings after a 180-day waiting period. The maximum benefit period is determined by your age when disability begins. 100% of the premium is paid for by Perforce.

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Additional Voluntary Coverage: Employees may enroll in Accident, Critical Illness, Hospital Indemnity and ID Theft insurance plans at their own cost, via payroll deduct.

401(k): www.findec.com

The Perforce Software, Inc. 401(k) plan allows employees to contribute Pre-Tax Contributions or Roth deferrals. The Plan is administered by FinDec. There is no waiting period for regular, full-time, employees to participate in this plan. Perforce contributes to the employees plan using the formula where it matches 50% of the first 4% of compensation contributed by the employee for a maximum of 2%.

Flexible Spending Accounts (FSA): www.flextoday.com

Health Care FSA – Employees can put aside up to \$2,850 of pre-tax income, to pay for eligible out of pocket health care expenses such as co-pays, deductibles, co-insurance, Rx expenses, dental and orthodontics, vision care, and other qualified expenses. See the SPD for specifics on all FSA Plans.

Dependent Care FSA – Employees can put aside up to \$5,000 for care of a dependent.

Commuter Flexible Spending Plans are also available for fees relating to Parking and/or Transit costs.

Health Savings Account managed by FlexToday (to be used with the BCBS HDHP/HSA Medical Plan):

Employees can contribute up to \$3,650 annually to their HSA for single coverage and up to \$7,300 towards employee + 1; employee + child(ren); or Family coverage. The limits include employer contributions made by Perforce. The catch-up contribution allowed for those 55 and over is \$1,000.

Perforce will make an annualized contribution to each employee's Health Savings Account (HSA) in the amount of \$720 per employee only coverage and \$1,440 for all other coverage levels. The contribution frequency is done on a payroll basis. The amount is prorated for new employees based upon their hire date. This contribution is non-taxable. The employee must participate in Perforce's High Deductible Health Plan to be issued the HSA dollars.

Educational Development Reimbursement Program

Perforce will reimburse employees for tuition, books and fees following satisfactory completion ("C" grade or better) of an approved, job-related course.

Time Off Plans:

- Total Time Off (TTO). Under this policy, employees take personal responsibility for managing their own time, workload and results. Employees decide how to balance their work and personal needs with flexibility to take time off to rest and recharge. Time off under this policy includes extended time off, such as for a vacation and incidental time due to sickness or use of state required sick time off for short term illness.
- 9 paid holidays per calendar year
- Following six months of employment, up to 11 weeks for paid maternity leave for new mothers. Two weeks paid parental leave for new fathers to care for a newborn or adopted child.

Company Perks:

- Subsidized health club membership
- Career development and personal development training programs
- Company outings and events
- Well stocked kitchen

Specific Plan documents can be found in ADP WorkforceNow by going to: Resources > Tools/References.