

## ATI Employee Benefits Overview

Automation Technologies Inc. (ATI) believes its most valuable resources are its employees. The knowledge of our staff's technical skills and professionalism are largely responsible for getting the company to where it is today; we have created a work environment with opportunities for professional development, personal growth, and creativity. In addition, ATI's competitive and comprehensive benefits make our corporation an excellent choice.

Full-time employees enjoy a very aggressive and competitive benefits package, including Group Medical coverage, Group Dental coverage, a Vision discount program, Group Life, Long and Short Term Disability insurance and a 401(K) Plan. To be eligible for these benefits, with the exception of the 401(k) plan, the employee must be a full-time permanent employee working more than 30 hours per workweek. All employees are eligible to participate in ATI's 401(k) plan immediately.

### PREMIUMS CONVERSION PLAN

ATI offers full-time employees' participation in a Section 125 qualified Premium Conversion Plan (PCP). This plan allows participants to select the health and dental options that most closely meet their individual needs and to pay the employee-paid portion of these premiums using pre-tax dollars.

### MEDICAL INSURANCE

Full-time employees may choose coverage with either a Preferred Provider Organizational (PPO) plan or a Health Savings Account (HSA) plan. The medical insurance is provided through one of the nation's leading health care insurers. Both options include a prescription plan. Coverage is effective on the 1st day of the month following the employee's date of hire. The cost of this benefit is shared between the employee and ATI.

### DENTAL INSURANCE

Full-time employees may elect coverage through a premium national dental plan. The selection of in-network dentists provides the greatest savings. The cost of this benefit is shared between the employee and ATI.

### VISION INSURANCE

Full-time employees may elect coverage through a leading national vision care plan which provides eye exams and a discount on prescription glasses, frames, and contact lenses. This is an optional benefit paid for by the employee.

### FLEXIBLE SPENDING ACCOUNTS

ATI offers full-time employees a Flexible Spending Account plan option that provides greater control over their salary dollars. Employees can set aside dollars in an account for anticipated medical, dental and/or dependent care expenses. Through the use of a debit cards and the submission of expense claims, employees are reimbursed with their own tax-free dollars.

### LEGAL SERVICES

ATI offers full-time employees participation in Legal Resources which offers coverage for attorney fees such as will preparation, credit disputes, tenant disputes with landlords, financial/lease contract review, and limited representation at no cost. Coverage is portable at group rates. This is an optional benefit paid for by the employee.

### RETIREMENT

ATI offers all employees an opportunity to participate in the ATI Employee 401K Plan through payroll deductions. Employees may contribute 100% of their salary on a pre-tax basis up to IRS annual limits. Participants may choose from among thirteen investment options with The Principal Financial Group. ATI matches the employee's contribution up to 5% of their pay.

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## TERM LIFE INSURANCE

Full-time employees are provided with term life insurance equal to two times salary to a maximum of \$300,000. Coverage is effective on the 1st day of the month following the date of hire and is paid for by ATI.

## ACCIDENTAL DEATH & DISMEMBERMENT

Full-time employees are provided with Accidental Death and Dismemberment Insurance equal to two times salary to a maximum of \$300,000. Coverage is effective on the 1st day of the month following the date of hire and is paid for by ATI.

## SHORT TERM DISABILITY (STD)

ATI provides Short Term Disability insurance at no cost to full-time employees effective the 1st of the month following 30 days of full-time employment. STD protects the employee from loss of income during periods of hospitalization or physician-certified disability which exceeds seven calendar days.

## LONG TERM DISABILITY (LTD)

ATI provides Long Term Disability insurance coverage at no cost to full-time employees effective the 1st of the month following 30 days of full-time employment. The LTD benefit provides the fully disabled employee with taxable income equal to 60% of their salary 90 days after incurring the disability.

## TUITION REIMBURSEMENT

To increase job-related skills, ATI encourages employees to take advantage of education opportunities. Tuition reimbursement will be considered on a course-by-course basis related to the area of study or degree requirement. Employees sign an agreement to repay the reimbursement in the event they leave ATI within one year from the completion date of the course.

## EMPLOYEE INCENTIVES

Employee referrals are available to all full-time employees.

## VACATION LEAVE

Full-time employees accrue vacation at the following rate:

Years of Service	Hours per Year
0 to 5 years	80 hours
5 to 10 years	120 hours
10 to 15 years	160 hours
15+ years	200 hours

Vacation is accrued each pay period beginning with the first pay period of employment.

## SICK LEAVE

Full-time employees earn 40 hours per year in sick leave.

## HOLIDAYS

ATI offers full time employees eleven (11) paid holidays per year.

These holidays are:

- New Year's Day
- Martin Luther King Day
- Presidents Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Christmas Day

*If you have questions, please contact ATI Human Resources at 703-883-1410.*

This brochure is a summary of the current benefits available to ATI employees.

It is not intended to be the legal representation of these benefits. Employees are provided with the legal representation upon full-time employment through the Summary Plan Description (SPD).