

## Pathward Benefits Snapshot

Offered Benefit	Pathward Plan Options
Medical and Prescription Drug Insurance	Two PPO plans administered by Wellmark Blue Cross and Blue Shield: <ul style="list-style-type: none"> <li>• PPO Copay Plan</li> <li>• Qualified High Deductible Health Plan</li> </ul> The bi-weekly premium cost ranges from \$13 - \$263 depending on plan and coverage tier selected.
Health Savings Account	Health Savings Account administered by TASC.
Flexible Spending Account	Health Flexible Spending Account, Limited Purpose Flexible Spending Account and Dependent Care Flexible Spending Account administered by TASC.
Dental Insurance	Three dental plans administered by Delta Dental of Iowa, providing choice of coverage levels. The bi-weekly premium cost ranges from \$14 – \$61 depending on plan and coverage tier selected.
Vision Insurance	One PPO plan option administered by Vision Service Plan (VSP). The bi-weekly premium cost ranges from \$4 – 12 depending on coverage tier selected.
401(k) Retirement Plan	401(k) providing 6% employer match is administered by Principal Financial.
Paid Time Off (PTO)	A competitive PTO package, including new parent leave for new parents.
Employee Assistance Plan	Company paid Employee Assistance Plan administered by Connections EAP.
LifeGuides Program	Company paid LifeGuides program provides unlimited and confidential services.
Group Life and AD&D, Short-Term and Long-Term Disability Insurance	Company paid benefits administered by New York Life.
Voluntary Life Insurance	A voluntary term life insurance plan that is available to employees, spouses, and their children. Administered by New York Life.
Voluntary Accident, Critical Illness and Hospital Insurance	Voluntary insurance plans that are available to employees to cover accidents, critical illness and/or hospital insurance. Administered by Cigna.
Legal Services and Identity Theft Monitoring	A voluntary legal service and identity theft protection plan available to employees. Administered by Legal Shield.
Pet Insurance	A voluntary pet insurance plan available to employees to cover their pet's medical needs. Administered by Nationwide.

For specific questions, please ask your recruiting team.

All coverage options are subject to terms and conditions specified within the summary plan documents and required notices. Voluntary plans are paid wholly by the employee.