

## Empowering You with Excellent Employee Benefits

### Health & Welfare Benefits

Comprehensive medical dental and vision insurance through Cigna and VSP Vision.

- Cigna PPO plans for medical and dental.
- Coverage includes annual preventive exams, urgent care, prescription drugs, and serious medical care.
- Cigna Dental PPO and HMO offer adult and child orthodontia.
- VSP offers standard and buy-up plans for coverage limits and exam frequencies that meet your needs.
- Flexible Spending Accounts to set aside money on a pre-tax basis for your health expenses, up to \$3,050.
- Get connected with mental well-being experts and resources for you and your family through Spring Health.

XP Power covers your employee premium, and you share in the cost of coverage for any eligible family members or for the difference on the vision buy-up plan. Benefits are active on the first of the month following or coinciding with your date of hire.

### Life, Accident & Disability Insurance

At no cost to you, XP Power offers each employee basic life and disability insurance to protect you and your family from unforeseen circumstances, with the ability to purchase additional coverage for added peace of mind.

- Life and Accidental Death & Dismemberment coverage for 1 x Salary up to \$150,000 maximum.
- Short- and Long-Term Disability coverage up to retirement age.
- Voluntary life insurance can be added for you or your family members in \$1,000 increments up to the plan maximum (\$500,000 for employees, \$250,000 for spouses and \$10,000 for children).

### 401(k) Retirement Plan

- XP Power matches up to 6% of your contributions to the 401(k) plan.
- All matching is immediately vested.

### Other Perks

- Voluntary Accident, Critical Illness and Disability Insurance – extra coverage in the event of an unforeseen event.
- Discounted pet insurance and wellness plans through Wagmo.
- Voluntary LegalShield and IDShield for you and your eligible family members.
- 13 paid holidays, 3 weeks of accrued PTO (increases with years of service, up to 5 weeks), and volunteer time.

XP Power, 455 East Trimble Road, San Jose, CA, 95131

T +1 408 732 7777 | W [xppower.com](http://xppower.com) | E [na.sales@xppower.com](mailto:na.sales@xppower.com)

Company Registration No: EIN 77-0275313, California 1683313 Sales tax No: 101546024