

At PATH, our commitment to global health means we care deeply about our employees' health and well-being. PATH offers a comprehensive package of benefits that is an important part of the total rewards you receive as an employee.

Eligibility

PATH offers benefits to full-time employees and to part-time employees who work at least 24 hours per week. Employees working more than 24 hours per week receive certain benefits on a prorated basis. Coverage begins on the first day of the month following (or coinciding with) your start date.

Medical, Dental and Vision Insurance

PATH offers a variety of health plan options to meet your unique needs. Our health plans through Cigna and Kaiser are comprehensive and designed with your location in mind – whether you're in Seattle, Washington D.C, or remote, you'll find a plan option that works for you. You can choose to enroll yourself only, or add a spouse, domestic partner, or child(ren). Employees pay a small portion of the premiums, and PATH covers the rest. Delta Dental and VSP offer a robust network of providers for your dental and vision benefits.



Retirement Benefits

PATH offers a great way to save for the future through our generous 401(k) plan, administered by T. Rowe Price. You are eligible to participate—and are automatically enrolled—on the first day of the month following three months of service.

Your Contributions

You may contribute from 1 to 75 percent of your pay – up to the IRS limit. You may make:

- Pre-tax contributions to a traditional 401(k) account.
- After-tax contributions to a Roth account
- Additional catch-up contributions (up the IRS limit) if you are age 50 or older and are contributing the maximum allowed by the plan.

You are always vested – or own – the contributions you make to the plan.

Matching Contributions

PATH matches 100% of your contributions up to 2% of your pay, and 50% on the next 4%. You are vested in the employer match after one year of service.

Voluntary Employer Contributions

To help you prepare for the future, **PATH will contribute an additional 8 percent of your eligible pay** into the Retirement Savings Plan (up to IRS limit). You are vested at a rate of 20% per year, and fully vested after 5 years of service.

Commuter Benefits

PATH offers a variety of commuter benefits to encourage employees to use public transit or ride-share for their work commute. Commuter benefits are tailored to your work location.

Time Off Benefits

PATH provides you with paid time away from work, as follows:

Holidays	Personal Days	Vacation	Sick Leave																						
Eleven paid holidays per year	<p>The number of personal holidays you receive is based on your years of service. Personal holidays must be used during the current year; they do not carry over to the next year.</p> <table><tr><th><u>Years of Service</u></th><th><u># of Personal Days</u></th></tr><tr><td>0 to 5 years</td><td>2 days</td></tr><tr><td>5 to 10 years</td><td>3 days</td></tr><tr><td>10+ years</td><td>5 days</td></tr></table>	<u>Years of Service</u>	<u># of Personal Days</u>	0 to 5 years	2 days	5 to 10 years	3 days	10+ years	5 days	<p>You will begin accruing vacation time upon hire. After your first 90 days of employment, you will be eligible to use your accrued vacation time. Vacation time is accrued each month, based on years of service. You can carry over up to 30 days of unused vacation to the next year.</p> <table><tr><th><u>Years of Service</u></th><th><u># of Vacation Days*</u></th></tr><tr><td>0 to 1 year</td><td>15 days</td></tr><tr><td>1 to 2 years</td><td>16 days</td></tr><tr><td>2 to 3 years</td><td>17 days</td></tr><tr><td>3 to 4 years</td><td>18 days</td></tr><tr><td>4 to 5 years</td><td>19 days</td></tr><tr><td>5+ years</td><td>20 days</td></tr></table>	<u>Years of Service</u>	<u># of Vacation Days*</u>	0 to 1 year	15 days	1 to 2 years	16 days	2 to 3 years	17 days	3 to 4 years	18 days	4 to 5 years	19 days	5+ years	20 days	<p>Accrue one day of sick leave per month, up to 12 days per year</p> <p>You can carry over up to 32 days of unused sick leave to the next year.</p>
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* Time Off Benefits are prorated for part-time employees.

Paid Child Care Leave

PATH provides up to 60 paid days to care for a newborn or newly adopted child in addition to any state-offered leave, depending on your work location. You may also qualify for Short-Term Disability (STD). PATH provides Short-Term Disability insurance to all benefit-eligible employees, at no cost to you.

Elder-Care Leave

PATH provides up to 5 days paid leave to all regular full-time and part-time employees who must be away from work to care for a parent.

Bereavement Leave

PATH provides up to 5 days paid leave to all regular full-time and part-time employees who must be away from work as a result of the death of a family member.

Jury Duty/Subpoena Leave

All regular full-time and part-time employees will be granted time off with pay for up to 10 days per year for jury duty/subpoena leave.

PATH Benefits at a Glance (continued) 2024



Pre-Tax Spending and Savings Accounts

Save money on health care and dependent care costs when you use a tax-advantaged Flexible Spending Account (FSA). PATH offers the following FSA options: Health Care FSA, and Dependent Care FSA. The amount you elect to contribute is taken away from your pay before taxes – this lowers your taxable income, so you will pay less in taxes. Employees who sign up for our High Deductible Health Plan may also enroll in a Health Savings Account (HSA) to pay for current or save for future health expenses. PATH will contribute to the HSA for both individual and family coverage.

Employee Assistance Program (EAP)

Receive confidential assistance with personal issues 24/7. Through our partnership with Wellspring Family Services, PATH offers free face-to-face and virtual counseling sessions, legal advice, financial consultation, medical advice, dependent care referrals, other community referrals, and unlimited eldercare —at no cost to you.

Health Advocate

PATH's Health Advocate Program provides you with confidential, unbiased assistance with health care decisions - anytime and at no cost to you. The independent group of registered and other health care professionals can help you:

- Cut through red tape
- Deal with complex health conditions
- Find specialists
- Address elder care issues
- Clarify insurance coverage
- Work on claims denials
- Negotiate medical bills

Home Office Stipend

All US employees receive a \$50 per month home office stipend to offset remote working expenses. The stipend is paid monthly with your regular paycheck.



Fitness Benefits

Receive quarterly reimbursement (up to \$150) for health club membership fees, personal training, at home fitness equipment, fitness classes and gym memberships.

Other Benefits

PATH offers a variety of other valuable benefits, including:

- Income Protection Insurances including Life and Accident Insurance, Long Term Care, Short-and Long-Term Disability Insurance
- Voluntary legal, auto/personal, and pet insurance
- Voluntary Accident, Critical Illness & Hospital Indemnity Insurance
- Health concierge service
- Voluntary ID Theft Protection
- Discount Mall
- Travel/Security Assistance and Insurance
- Free virtual fitness classes (Yoga, HIIT)
- Onsite and virtual education sessions about a variety of health & wellness topics



PATH is honored to be selected as a recipient of the 2023 Cigna Workplace Well-Being Award, which recognizes organizations with an outstanding commitment to employee health and well-being.