



2022-2023 BENEFIT SUMMARY



MEDICAL MASSACHUSETTS

All full-time employees are eligible to enroll on date of hire

PREFERRED BLUE PPO \$2,000 In-Network*

Individual Deductible	\$2,000
Family Deductible	\$4,000
PCP & Specialist Copay Visit	\$30
Emergency Room Visit	\$150 after deductible
Urgent Care Visit	\$30 after deductible
Labs and X-rays	\$0 after deductible
CT, MRI, PET Scans	\$0 after deductible
Inpatient Hospital Copay	\$0 after deductible
Outpatient Hospital Copay	\$0 after deductible

*Please review the Summary of Benefits & Coverage for out-of-network coverage costs



MASSACHUSETTS

FITNESS REIMBURSEMENT

Employees enrolled in the EDB medical plan are eligible for this benefit

EnterpriseDB employees who are enrolled in the BCBS medical plan have access to a fitness reimbursement benefit.

Receive up to \$150 annually in reimbursement for membership at a qualified full-service health club, or for a fitness studio with instructor-led group classes. Complete and submit the Fitness Reimbursement Request form by March 31 of the year following the incurred expenses.



MASSACHUSETTS

DENTAL

All full-time employees are eligible to enroll on date of hire

Preventive Care	Covered 100%
Basic Care	Covered 100%
Major Care	Covered 60%
Calendar Year Max	\$1,750
Ortho	Covered 60% up to Lifetime Max of \$1,500



MASSACHUSETTS

VISION

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Exam	\$10 copay
Lenses	\$25 copay
Frames	Plan provides a \$130 allowance – plus a 20% discount for balances beyond your allowance
Contacts	Plan provides a \$130 allowance



THE HARTFORD



LIFE & DISABILITY

All full-time employees are enrolled on date of hire

Life & AD&D	Pays out 2x your annual earnings up to \$400,000
Short-Term Disability	Pays 60% of your weekly earnings up to \$2,000, for up to 13 weeks
Long-Term Disability	Pays 60% of your monthly earnings up to \$10,000



HEALTH FSA & DCFSA

All full-time employees are eligible to enroll on date of hire

EnterpriseDB employees may contribute to a **Healthcare Flexible Spending Account (FSA)**. You may contribute up to \$2,850 annually. A Healthcare FSA can be used to pay for your out-of-pocket expenses related to medical care, dental care and vision.

EnterpriseDB employees may choose to contribute to a **Dependent Care Flexible Spending Account (DCFSA)**. You may contribute up to \$5,000 annually per household to this account. Funds can be used for childcare and some elder care expenses.



401(k)

All full-time employees are eligible to enroll on date of hire

EnterpriseDB offers a 401(k) Retirement Plan through Fidelity, with the option to contribute Roth and pre-tax deferrals.

EnterpriseDB offers a match contribution of 50% of the first 6% of eligible compensation, which is subject to a maximum annual match contribution of \$3,000.

EnterpriseDB participates in auto-enrollment: new hires have 30 days to opt-in or opt-out of the Plan. If no election is made, employees will be automatically enrolled in the plan with a 3% deferral.



Health Reimbursement Account (HRA)

EnterpriseDB employees who are enrolled in the Preferred Blue PPO medical plan are eligible to be enrolled in a Health Reimbursement Account (HRA). This account pays for the second 50% of your deductible (\$1,000 Individual / \$2,000 Family).

HRA funds may be used for eligible expenses during the second half of your deductible and will be reimbursed through Health Equity.



EMPLOYEE COSTS

Costs are deducted from your paycheck semi-monthly

MEDICAL	
Employee	\$86.34
Family	\$219.76
DENTAL	
Employee	\$8.04
Employee + Spouse	\$17.06
Employee + Child(ren)	\$18.42
Family	\$23.97
VISION	
Employee	\$0.68
Employee + Spouse	\$1.28
Employee + Child(ren)	\$1.35
Family	\$1.98

Employee Assistance Program (EAP)

EnterpriseDB eligible employees have access to the New Directions EAP. A free & confidential benefit for you or anyone in your household that offers 24/7 access to support services.

- Counseling
- Crisis support
- Coaching
- Consultation on legal & financial matters
- Adult & child care resources





Employees have the opportunity to connect with a Certified Financial Planner from TimeScale Financial

- Retirement Planning
- Debt Management
- Investing
- College expense planning
- Insurance
- Estate Planning
- Long term care

All consultations are confidential and free of charge for employees.



EnterpriseDB offers a broad spectrum of wellbeing support through Modern Health

- 1:1 session with Care Professionals, including sessions with Licensed Therapists
- Live Group Sessions
- Guided Meditations & Digital Course Library
- Ongoing wellbeing check-ins



Eligible employees have access to LinkedIn Learning's full content library

EDB cares deeply about employee personal and professional development.

Our LinkedIn Learning offering provides endless learning possibilities, spanning a variety of topics that are available to employees at any time, in multiple languages.



EDB Vacation & Sick Time Benefits

Vacation & Holiday Time

- 3 weeks of vacation with the eligibility to accrue more time with tenure
- Employees can carry over 40 hours of vacation time year after year, unless additional carryover is required by law
- 7 Holidays
- 3 floating holidays

Paid Sick Time (PST)

- Eligible employees will have 80 hours of PST front-loaded on hire and on January 1st of each year
- Employees can carry over 80 hours of sick time from year to year

EDB Wellness Fridays

Wellness Fridays are a way to reconnect and recharge.

- September 16
- October 14
- November 11
- December 16

Wellness Fridays are currently in place until the end of 2022

Work From Home Allowance 🏠

US EnterpriseDB employees are eligible to be reimbursed up to **\$500** for improvements to their home office work environment.

EDB is committed to making sure everybody is able to get what they need to do their job effectively. Such items may include, desks, chairs, ergonomic accessories, internet boosters, etc.

IT items, such as monitors, keyboards or printers are provided to employees upon request.