

Benefits At-A-Glance

Casa Systems, Inc. is dedicated to providing employees with a comprehensive benefits package that offers choice, quality and affordability. Health and welfare benefits include medical, dental, vision, life and disability plans, 401K, Flexible Spending Accounts, and an EAP, as well as time off and education assistance programs.*

MEDICAL CARE

BCBS Preferred Blue PPO offers the freedom of choice to use providers within or outside a provider network without the requirement of selecting a primary care provider.

HEALTH REIMBURSEMENT ACCOUNT (HRA)

Employees are automatically enrolled into the HRA when enrolled in Casa's medical plan. The HRA is used to process reimbursement of in-network medical deductible expenses only.

DENTAL & VISION CARE

Blue Cross/Blue Shield:

- Comprehensive Dental Plan with orthodontics for children up to age 19, gives members the freedom to visit any licensed dentist for covered expenses. Annual maximum benefit \$2,500 per member. Lifetime maximum benefit for child orthodontics is \$1,500.
- Blue Cross/Blue Shield Blue 20/20 Vision Plan provides eye exams and discounted eyewear, contact lenses and laser eye surgery.

401(K) PLAN

Casa Systems, Inc. offers a qualified defined contribution plan which is a 401(k) Plan. Through the convenience of payroll deductions, employees are able to make combined before-tax and/or Roth after-tax contributions up to the lesser of \$18,000 (\$24,000 if age 50 or older).

Employer Matching Contribution - Casa Systems, Inc. reserves the right to make a discretionary matching contribution to participant accounts.

Employer Matching Contribution Vesting Schedule - Employer matching contributions made by the Company plus any earnings they generate are subject to the following vesting schedule: Year 1: 50% Year 2: 100%.

FLEXIBLE SPENDING ACCOUNTS (FSA)

Employees may contribute pre-tax money via payroll deduction to fund FSA accounts:

- Health reimbursement up to \$2,550
- Dependent Care reimbursement up to \$5,000 (\$2500 if married and filing separately)

GROUP TERM BASIC LIFE & ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

- US Able Life coverage is provided at two times the employee's base annual salary rounded to the next higher \$1,000 to a maximum of \$500,000, at no cost to Casa Systems, Inc. employees.
- US Able AD&D coverage is provided at two times the employee's base annual salary rounded to the next higher \$1,000 to a maximum of \$500,000 at no cost to Casa Systems, Inc. employees.
- Supplemental Life Insurance for employee, spouse and dependents are available for purchase at the employee's expense.

BUSINESS TRAVEL ACCIDENT INSURANCE

Employees traveling on Company business are covered by Business Travel Accident Insurance, including out-of-country medical insurance, emergency medical and emergency medical evacuation benefits.

SHORT-TERM DISABILITY INSURANCE

The Company provides income continuation to eligible employees in the event the employee becomes disabled and is unable to work for reasons that are not work-related.

LONG-TERM DISABILITY INSURANCE

The Company provides a basic level of LTD insurance at no cost to its employees.

HOLIDAYS

The Company provides its employees with a benefit of paid days off to celebrate up to nine fixed and one floating holidays per year. The number of holidays and dates are subject to change from year-to-year depending on their day of celebration and are set by management.

SICK TIME

The Company provides its employees with five paid days off per calendar year following 90 days of initial employment, to recover from non-occupational illness or injury. No carryover or payout of unused days.

VACATION TIME

The Company provides its employees with paid days off to take time away from work to relax and pursue special interests. Vacation is accrued on a biweekly basis and calculated based on years of service. Employees accrue up to 3 weeks per year; after 5 years of service accrue 4 weeks per year; and after 10 years of service accrue 5 weeks per year. Benefit prorated in initial year based on date of hire.

At the end of each calendar year, the Company allows its employees to carry 40 hours of accrued, unused vacation time into the new calendar year. Vacation time accrued but unused beyond 40 hours at calendar year-end is cashed out.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Casa Systems, Inc. provides its employees with the resources of an EAP which includes free, confidential short-term counseling and referral services.

EDUCATIONAL ASSISTANCE PROGRAM

The Company provides its employees with financial support to attend college/university courses or distance education courses for job-related, pre-approved courses.

EMPLOYEE ACTIVITIES

Free lunch Fridays
Birthday Celebrations
New Year Celebration
Family Outing
Other team building activities throughout the year

**This overview provides highlights of the benefits package for eligible Casa Systems, Inc. US employees. Detailed benefits information will be provided upon eligibility. There may be exclusions and limitations to certain benefits. If any statement conflicts with the applicable carrier benefit plan documents, the applicable documents will govern. Casa Systems, Inc. reserves the right to modify or terminate its benefits plans or programs at any time.*

Casa Systems, Inc. is an "at-will" employer.