



2020 Benefits At-A-Glance

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

Medical Care

Casa Systems offers a PPO from Harvard Pilgrim Health Care (HPHC). This plan offers the flexibility to use providers in or out of the HPHC network without the requirement of selecting a primary care provider. Employees residing outside of the HPHC service area are provided access to the United Healthcare network.

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

Casa Systems offers a comprehensive Guardian dental plan with orthodontics for children up to age 19. The plan provides members the flexibility to visit any licensed dentist for covered expenses with an annual maximum benefit of \$2,500 per member and a lifetime maximum benefit of \$1,500 for child orthodontics.

Vision

Casa Systems offers the Guardian's VSP Vision Plan that provides eye exams and discounted eyewear, contact lenses and laser eye surgery.

401(K) Plan

Casa Systems, Inc. offers a qualified defined contribution plan 401(k) plan. Through the convenience of payroll deductions, employees can make combined pre-tax and/or Roth after-tax contributions up to the IRS limits.

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, 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 \$2,650
- Dependent Care reimbursement up to \$5,000 (\$2,500 if married and filing separately)

Group Term Basic Life & Accidental Death & Dismemberment (AD&D) Insurance

Casa Systems provides, at no cost, a life insurance and AD&D benefit of two times the employee's base annual salary to a maximum of \$500,000.

Business Travel Accident Insurance

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

Short-Term Disability and Long-Term Disability

Casa Systems provides partial income coverage to eligible employees in the event the employee becomes disabled due to a non-work-related accident or illness.

Holidays

Casa Systems provides up to nine fixed and one floating paid holiday per year. The number of holidays and dates are subject to change from year-to-year depending on their day of celebration as determined 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 a 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 employees are allowed to carry 40 hours of accrued, unused vacation time into the new calendar year.

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 – 1st Friday of each month at our Andover Location

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.