2024 US Benefits
At-a-Glance

Casa Systems, Inc. ("Casa" or “the Company”) provides employees with a comprehensive, market competitive benefits offering including choice, high quality, and affordability. Our total rewards offerings includes an above-market PPO medical plan with compatible Health Reimbursement Account (HRA), a qualified high deductible health plan with Health Savings Account (HSA) with Casa contribution, exceptional dental coverage, vision coverage, flexible spending accounts (FSA) for out-of-pocket healthcare and dependent care expenses, group basic life and accidental death & dismemberment, voluntary life for employee, spouse and children, short-term and long term disability coverage, 401(k) retirement savings with company match, an employee assistance program, generous paid time off programs, education assistance programs, and employee discount programs.

Medical Insurance
We are proud to offer you a choice of medical plans that provide comprehensive medical and prescription drug coverage. The plans also offer many resources to help you maintain a healthy lifestyle. The plans give you the freedom to seek care from the provider of your choice. However, you will maximize your benefits and reduce your out-of-pocket costs if you choose a provider who participates in the network. Following is a brief description of the HRA and HSA.

Health Reimbursement Arrangement (HRA)
Employees and their dependents enrolled in the Medical with HRA plan are automatically enrolled into the Health Reimbursement Arrangement. The HRA is funded by Casa and provides reimbursement of the first 75% of the in-network medical plan deductible.

Health Savings Account (HSA)
The Medical with HSA plan is a qualified high deductible health plan with Health Savings Account. The HSA lets you set aside pre-tax dollars to help offset your annual deductible and pay for qualified health care expenses. The HSA provides a triple tax advantage: money goes in tax-free, grows tax-free, and is tax-free when used to pay for eligible health care expenses. Casa will contribute $500 if you are enrolled in employee only coverage and $1,000 for all other tiers.

Flexible Spending Accounts (FSA)
Employees may contribute pre-tax earnings through a convenient payroll deduction to pay for eligible out-of-pocket healthcare and/or dependent care expenses through an FSA account. In 2024, a participant can contribute up to $3,200 into a Health Care FSA and up to $5,000 into a Dependent Care FSA. Casa also offers a Limited Purpose Health Care FSA (for dental and vision expenses only) for Medical with HSA participants.

Dental
This plan offers no deductible, no charge for preventive or basic services, and child orthodontia. Maximize your benefits and reduce your out-of-pocket costs by seeing a dentist who participates in one of two covered networks.

Vision
The vision plan offers $10 annual eye exam, $25 annual lenses, and $150 maximum allowance for frames (biannual) and contact lenses (annual). Maximize your benefits and reduce your out of-pocket costs by seeing a participating provider.

401(k) Plan
Casa offers a 401(k) retirement savings plan with a company match of 50% of employee contributions up to 6% of eligible earnings including base pay, overtime pay, commission, and bonus. Employees can make payroll deductions, either pre-tax and/or Roth after-tax contributions, up to the IRS limit. For example, if an employee contributes 6%, the company matches with another 3% up to $10,350 (2024 IRS match limit). The company match vests 50% after the first calendar year in which the employee works at least 1,000 hours, and the other 50% vests after the second calendar year in which the employee works at least 1,000 hours.

Short-Term and Long-Term Disability
Casa provides, at no cost to employees, partial income replacement coverage to eligible employees in the event the employee becomes disabled due to a non-work-related accident or illness.

Supplemental Individual Disability Insurance (IDI)
IDI supplements your group LTD by increasing your total disability insurance coverage if you become disabled.

Group Basic Life & Accidental Death & Dismemberment (AD&D) Insurance
Casa provides, at no cost to employees, basic life and AD&D insurance coverage up to two times the employee’s annual base salary to a maximum of $750,000 in coverage.

January 2, 2024
**Supplemental Life/AD&D**

If you determine you need more than the basic coverage, you may purchase additional coverage through payroll deduction for yourself, spouse/domestic partner, and eligible dependents:

- **Employee:** Up to $500,000 (guaranteed issue up to $250,000 as a new hire only)
- **Spouse/Domestic Partner:** Up to $500,000 (not to exceed 100% of employee supplemental life coverage; guaranteed issue $30,000)
- **Children under age 26:** Up to $20,000 (not to exceed 100% of employee supplemental coverage; all guaranteed issue)

**Universal Life + Long-Term Care Insurance**

Employees and their spouse/domestic partner can enroll in up to $300,000 of universal life insurance which includes a valuable long-term care benefit of the same coverage amount. Guaranteed issue up to $125,000 for employee only as a new hire. 100% employee paid through convenient monthly bank debit; coverage continues unchanged after leaving Casa.

**Business Travel Accident Insurance**

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

**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 toward a bachelor’s or master’s degree.

**Employee Assistance Program (EAP)**

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

**Vacation Time**

Casa 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, based on benefit class and years of service.

**Sick Time**

Casa provides its employees with 5 paid sick days per calendar year, to recover from a non-occupational illness or injury.

**Holidays**

Casa’s US operations observe 10 company paid holidays.

**Employee Referral Program**

Casa employees can earn up to $5,000 for specific jobs for candidate referrals hired by Casa.

**Casa University**

Casa provides its employees with free online learning, where they can build their skills in technology, leadership, productivity and more.

**Employee Activities**

Comprehensive well-being program, free breakroom snacks and refreshments, various vendor discount programs on goods and services and 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.*