NJII FULL-TIME EMPLOYEE
BENEFITS AT A GLANCE 2024

**Paid Time Off**
Vacation: 20 days per year - Accrued at 5.38 hours per pay period
Sick Leave: 12 days per year - Accrued at 3.23 hours per pay period
Personal: 3 days per year - Given upon hire; provided fiscally; cannot be carried over

**Company Paid Holidays**

<table>
<thead>
<tr>
<th>New Year’s Day</th>
<th>Martin Luther King Jr. Day</th>
<th>Memorial Day</th>
</tr>
</thead>
<tbody>
<tr>
<td>Juneteenth</td>
<td>Independence Day</td>
<td>Labor Day</td>
</tr>
<tr>
<td>Thanksgiving Day</td>
<td>Day after Thanksgiving</td>
<td>Christmas Day</td>
</tr>
</tbody>
</table>

One Floating Holiday- granted fiscally, cannot be carried over

**Bonus Paid Time Off** *(Not Taken from your Paid Time Off)*
Company is closed between Christmas and New Year’s*

**401(k)**
Safe Harbor match of 160% of your elective deferrals, up to 5% of your salary, capped at an employer match of 8%, regardless of whether that contribution is Traditional 401(k) or a Roth 401(k) contribution.

Examples:

<table>
<thead>
<tr>
<th>Employee Contribution</th>
<th>1%</th>
<th>2%</th>
<th>3%</th>
<th>4%</th>
<th>5%</th>
<th>Any Amount over 5%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer Match</td>
<td>1.6%</td>
<td>3.2%</td>
<td>4.8%</td>
<td>6.4%</td>
<td>8%</td>
<td>8%</td>
</tr>
</tbody>
</table>

*Due to business needs and job responsibilities, certain employees may be required to work during this time; such arrangements are at NJII’s discretion.

**Employees must be 21 years of age or older to participate in our 401 (k) plan.

A New Model for Industrial Innovation
**Health Benefits**

3 Medical Plan options provided through Horizon (cost per pay period)

<table>
<thead>
<tr>
<th>Benefits Calendar Year</th>
<th>Direct Access FO</th>
<th>OMNIA 8</th>
<th>OMNIA 7 HSA</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>In Network</td>
<td>Out of Network</td>
<td>Tier 1</td>
</tr>
<tr>
<td><strong>Annual Deductible</strong>*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual</td>
<td>$1,000</td>
<td>$2,500</td>
<td>$500</td>
</tr>
<tr>
<td>Family</td>
<td>$2,000</td>
<td>$5,000</td>
<td>$1,000</td>
</tr>
<tr>
<td><strong>Coinsurance</strong></td>
<td>80% after deductible</td>
<td>60% after deductible</td>
<td>80% after deductible</td>
</tr>
<tr>
<td><strong>Out-of-pocket Maximum</strong>**</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual</td>
<td>$3,500</td>
<td>$7,500</td>
<td>$2,500</td>
</tr>
<tr>
<td>Family</td>
<td>$7,000</td>
<td>$15,000</td>
<td>$5,000</td>
</tr>
<tr>
<td><strong>Office Visits</strong></td>
<td>$25 PCP copay</td>
<td>60% after deductible</td>
<td>$15 PCP copay</td>
</tr>
<tr>
<td></td>
<td>$50 SP copay</td>
<td></td>
<td>$25 SP copay</td>
</tr>
<tr>
<td><strong>Emergency Room</strong></td>
<td>$100 copay, then 80% after deductible</td>
<td>$100 copay, then 80% after deductible</td>
<td>$100 copay, then 80% after deductible</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Hospitalization</strong></td>
<td>80% after deductible</td>
<td>60% after deductible</td>
<td>80% after deductible</td>
</tr>
</tbody>
</table>

***The deductible includes all eligible copays and coinsurance amounts and is calculated on an aggregate basis

****The out-of-pocket maximum included the deductible and all eligible copays and coinsurance amounts

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**A New Model for Industrial Innovation**
1 Dental Plan provided through Principal (cost per pay period)
EE Only: $8.40
EE+Spouse: $16.77
EE+Child(ren): $20.19
EE+Family : $29.97

1 Vision plan provided through Principal (cost per pay period)
EE Only: $3.48
EE+Spouse: $6.84
EE+Child(ren): $6.87
EE+Family : $11.09

Hybrid Work Model
Two to three days on-site; the rest of your workweek you can work from home

Summer Fridays
Off on select Fridays between end of May through mid-August

Company Paid Benefits
- Individual Group Term Life Insurance, benefit amount of 100% of your salary, rounded to the higher $1,000 (max $150k)
- Employee AD&D
- Long-Term Disability with a monthly benefit of 60% of monthly earnings ($12,000 max)
- Employee Assistance Program
- Access to Morgan Stanley financial advisors

Optional
- FSA
  - Medical- Annual Maximum is $3200
  - Dependent Care- Annual Maximum is $5000
- FSA Commuter Benefits
  - Parking- up to $315 per month
  - Transit- up to $315 per month
- HSA (for HSA eligible plan only- OMNIA 7 HSA)
  - Individual Annual Maximum- $4150
  - Family Annual Maximum- $8300
- Tuition Reimbursement
- Tickets at Work Discount Program
- NJIT Bookstore Discount
- Discounted Daycare at Lightbridge Academy Centers
- HUSK Wellness Program