

# BENEFITS AND PERKS PACKAGES

## BENEFITS AND PERKS

- 15 Days Paid Vacation/1 Floating Holiday (Vacation hours prorated from hire date)
- 10 Company Holidays
- BCBS Health and Dental Insurance (Domestic Partner Coverage)
- BCBS 20/20 Vision Plan (100% employer paid)
- Fitness and Weight Loss Reimbursement (\$150 per calendar year)
- Company-Funded Health Savings Account
- Short- and Long-Term Disability (100% employer paid)
- Life Insurance (Company Paid) / Voluntary Life Insurance (Employee Paid)
- Eight Weeks Paid Maternity/Paternity Leave
- Charles Schwab 401(k) Plan and Company Match
- Incentive Stock Options
- Tuition Reimbursement
- Employee Referral Program
- Employee Assistance Program
- Kazoo Recognition and Rewards Program
- Healthy Actions Wellness Rewards Program
- Generous Work from Home Program
- Summer Early Release Fridays (2:00 PM, Memorial Day - Labor Day)

## BACK TO THE OFFICE PERKS

- Quarterly Happy Hour Celebrations
- Stocked Kitchen with Free Snacks & Beverages
- Lunch and Learns
- Corbus Bike Club
- Fitness workouts
- Weekly On-Site Yoga

## ADDITIONAL

### HEALTH SAVINGS ACCOUNT PLAN (HSA)

- Employer contributes 100% of the Deductible to Employees' HSA Account over the plan year
- Employees can contribute up to the maximum allowed by IRS per plan year (maximum amount includes employer contribution)

### LTD/STD/GTL & AD&D INSURANCE

- 100% Company Paid

### 401K/ROTH 401K PLAN – CHARLES SCHWAB

- Corbus matches 50% of up to 6% maximum Employees Contribution

## REWARD PROGRAM HIGHLIGHTS

### KAZOO RECOGNITION & REWARDS

- Employees automatically enrolled
- Each employee receives 1,500 points per quarter – resets every quarter
- Recognize and give points to co-workers
- Accumulate points to cash in for catalog items and gift cards– any points left over at end of quarter carry over to next quarter
- Online site and phone application

### HEALTHY ACTIONS WELLNESS PROGRAM

In order to obtain the full \$300 reward, the following must be completed:

1. Complete a quick online health assessment
2. Ask their doctors to fill out the Healthy Actions form
3. Submit the completed form from a computer, mobile device, by fax, or by mail

# CORE BENEFITS

## MEDICAL INSURANCE – BLUE CROSS BLUE SHIELD OF MA

- Corbus pays 90% of premium cost
- PPO Saver Plan - \$2000 Single/\$4000 Family Deductible (Corbus contributes 100% of annual deductible to Employees' HSA Account)
- Fitness/Weight Loss Program Reimbursement – up to \$150 per Calendar Year

## DENTAL INSURANCE – DENTAL BLUE PROGRAM 2 WITH ORTHODONTICS

- Corbus pay 90% of premium cost
- Full Coverage for Diagnostic and Preventative Care – No Deductible
- Full Coverage for Restorative, Oral surgery, Periodontics, Endodontics, and Prosthetic Maintenance. 60% Coverage for Prosthodontics, and Major Restorative, and Dental Implants - \$50 Deductible per Member/\$150 per Family per Calendar Year
- Orthodontic – Full Coverage for Members up to Age 19 – No Deductible - \$1500 Lifetime Benefit Maximum

## VISION INSURANCE – BLUE 20/20

- 100% Company Paid
- \$0 Copay for Comprehensive Eye Exam for In-network per calendar year
- \$150 allowance for Eyeglass Frames or Contact Lenses per calendar year
- 40% off complete second pair of glasses
- 20% off non-prescription sunglasses

## BLUE CROSS BLUE SHIELD MEDICAL & DENTAL RATES - PLAN YEAR 9/1/2021 - 8/31/2022

MEDICAL	BCBS MONTHLY RATES	MONTHLY EMPLOYEE CONTRIBUTION AT 10%	EMPLOYEE BI-WEEKLY COST
Single	\$559.45	\$55.95	\$25.82
Single Parent with Children	\$1,034.96	\$103.50	\$47.77
Couple	\$1,118.88	\$111.89	\$51.64
Family	\$1,594.40	\$159.44	\$73.59

DENTAL	BCBS MONTHLY RATES	MONTHLY EMPLOYEE CONTRIBUTION AT 10%	EMPLOYEE BI-WEEKLY COST
Single	\$64.14	\$6.41	\$2.96
Couple	\$115.47	\$11.55	\$5.33
Family	\$160.38	\$16.04	\$7.40