



Detailed Benefits Summary

Medical, Dental and Vision Health Insurance

Provided by Blue Cross/Blue Shield and administered by Group Benefit Services (GBS), Eastport provides its employees with a CareFirst HRA PPO insurance plan at no cost to the individual. Deductibles are paid by Eastport via a debit card system, minimizing employee out-of-pocket expenses. A prescription plan is also included.

Life, Accidental Death and Dismemberment, Short-term and Long-term Disability

The insurance programs are underwritten by The Hartford and administered by GBS (as above). The premiums are paid entirely by Eastport. Benefits are based on a percentage of salary (life insurance pay-out is 1 x's annual salary).

401(k) Program

This "safe harbor 401(k) plan" allows Eastport to contribute on behalf of the employee 3% of their compensation. The 3% is used as a calculation to determine the amount of the contribution but is not taken out of the employee's compensation – it is a non-contributory or non-elective plan. It is administered by Mass Mutual. Employees may also contribute to their plan up to the legally allowed limit. There are currently 15 investment vehicles any or all of which employees may select to invest their funds.

Smartrip Benefit

Eastport will put \$165 per month (IRS non-taxable benefit amount) onto a Smartrip Card for employees to use on the Metro Transit System or VRE to defray commuting costs. OR, if employees do not use mass transit, monthly parking is provided at either the corporate site or client site location.

Flexible Spending Account

Eastport has established a Flexible Spending Account for employees that elect to set aside pre-tax dollars for medical and/or dependent care expenses that qualify as tax deductions by the IRS. We self-administer this fund.

Radical Flex Time (Work/Life Balance)

A minimum of 460 hours per 13-week calendar quarter is required as a condition of employment. As long as employees take care of the customer, take care of their team responsibilities, and keep management informed, their hours and schedule are at their discretion.

Quarterly Performance-Based Bonus

Employees are entitled to participate in our discretionary quarterly incentive program that is based on a formula tied to business performance objectives. The formula is periodically altered to reflect shifts in corporate objectives and priorities. Quarterly bonuses are paid 60 days following the close of a quarter; employees must be active at the time of payout to be eligible. "Hero" recognition may be awarded on the spot to employees that demonstrate an "above and beyond" client service or performance that is particularly outstanding.

Employee Assistance Program

Administered by First Advantage this is a confidential assistance program designed to help employees with life issues and situations where professional guidance may be desired. There are no charges incurred by the employees and it is accessed by a toll-free number. Telephone assessment is done immediately and appointments are set up for the employee with the appropriate professional at a location selected by the employee.

Monday Lunch/Corporate Events

Every Monday the company provides a catered lunch which is enjoyed by all employees gathered together in the conference room. This gives employees a chance to interact with each other, catch up on one another's families, and what activities are going on in their professional and personal lives. It also gives the management team a chance to discuss or announce corporate activities and initiatives.

The refrigerator is fully stocked with beverages that the employees enjoy complements of Eastport Analytics.

Two corporate events are held each year – summer picnic and holiday event at the end of the year. We have done various things – dinner and a Nationals game for employees and their families, dinner and a Kennedy Center event, Cirque du Soleil with dinner for employees and spouses...always nice events.