



U.S. Benefits – 2026

**EXTENDING LIVES >>>
EXPANDING POSSIBILITIES**

Healthcare Benefits



Employees have the opportunity to choose the healthcare benefits that best meet their needs. Vantive pays a majority of the costs for this coverage. If elected, medical and dental coverage begin immediately upon hire.

Medical Coverage is available for employees and eligible family members. Employees can choose from a variety of medical plan options, balancing cost and features that best meet their needs.

Dental Coverage is offered separately from medical coverage, so employees may elect one without electing the other. Employees have a choice of dental plan options and coverage is also available for eligible family members.

Additional Employee Health and Well-Being Benefits are offered to employees and their families. Through the company's global health and wellness program, employees have access to resources to help them focus on staying well through education and prevention, taking action to make healthy changes and dealing with chronic or acute conditions.

Insurance Coverage



Vantive provides Basic Life Insurance, Basic Accident Insurance, Short-Term Disability, Basic Long-Term Disability and Business Travel Accident insurance at no cost to employees immediately upon hire.

In addition, employees can also purchase the following protection at group rates:

- Supplemental Life Insurance
- Personal Accident Insurance
- Long-Term Disability Plus

Financial and Retirement



The Aon Pooled Employer Plan (Aon PEP) is Vantive's 401(k) plan and is a great way to help employees save for the future. Employees can enroll in the plan upon hire and may contribute a percentage (up to 75%) of their eligible pay or a specified dollar amount of eligible pay, on a before-tax, Roth, or after-tax basis, subject to IRS limits. Vantive matches dollar for dollar, up to 4 percent of employee contributions. In addition, for Eligible participants, Vantive provides a non-matching contribution of 3 percent of eligible pay each year, provided employees are employed on the last business day of that year.

Employees can choose from a variety of investment funds and immediately vest—gain 100 percent ownership rights—in Vantive's matching contributions and become vested in Vantive's non-matching contributions after three years of service.

Flexible Spending Accounts (Healthcare and Dependent Care) allow employees to set aside pre-tax dollars for eligible expenses, including vision and hearing care, deductibles, co-payments and other expenses not covered by a medical or dental plan. Certain child and eldercare expenses are eligible under the Dependent Care Flexible Spending Account.

Vantive's Educational Assistance Program invests in employee growth and professional development by reimbursing up to \$5,250 per year for undergraduate courses at accredited institutions. A separate program, that requires management approval, provides tuition assistance for graduate coursework.

BCU Membership is open to Vantive employees and their entire family. BCU is a nationwide, not-for-profit, full-service financial institution. BCU offers no-fee checking; competitive savings and loan rates; financial and retirement planning services and anytime, anywhere account access with free online and mobile banking.

Time Off



Paid Holidays schedules vary by location, but generally include both standard holidays and company-designated days.

Paid Time Off of 20 to 35 days based on length of service. Flexibility to manage your time off and use your days as you choose (vacation, personal, sick all combined into one “pool of days”).

Family and Medical Leaves of Absence generally provide up to 12 weeks of unpaid time off: when an employee is unable to work because of his/her own serious health condition; to care for a newborn, a newly adopted or foster child; to care for a family member with a serious, documented health condition; and for an “exigency” leave, in appropriate circumstances, due to a qualifying person’s active duty or call to active duty. An absence of up to 26 weeks to care for an ill or injured service member also is provided. Leaves are available to employees who have completed 12 months of services and worked 1,250 hours in the previous 12 months.

Paid Parental Leave provides 12 weeks of paid time off for new mothers and fathers.

Other Time Away Programs include Civic Duty (jury and witness) Leave, Bereavement/Funeral Leave and Military Leave.

Additional Benefits



The Voluntary Benefits Program* allows employees to enroll in employee-paid benefits such as vision insurance, legal benefits, long-term care insurance, accident insurance, critical illness insurance, identity theft protection, hospital indemnity insurance, auto and home insurance, and pet insurance through convenient payroll deductions.

Commuter Benefits lets employees use pre-tax funds to pay for certain parking and public transit as part of their commute to work.

The Employee Discount Program gives employees access to discounts on a range of products and services such as automobiles, cellular phones, travel-related services, electronics, fitness center memberships, movie tickets, flowers, gifts and more.

The Employee Assistance Program (EAP) provides access to confidential, professional assessment, counseling and referral services for employees and their family members.

Center-Based Child Care benefits including discounts, priority access and/or subsidized backup or in-home care are available Vantive employees through various national childcare organizations. Other family supports include discounted tutoring and access to a national caregiving database.

The Adoption Reimbursement Program reimburses up to \$10,000 in legal fees and administrative expenses for the legal adoption of a child.

Vantive's sole involvement with these benefits is to withhold the cost of any benefits that you choose to purchase from the paycheck, on an after-tax basis, and transmit the payments to the applicable provider. Any questions that employees may have about the benefits must be directed to the provider. See the materials furnished by the providers of these benefits for further information.

Vantive

