

# Competitive Total Rewards Package

## COMPENSATION

At 4DMT, we strive to provide fair and competitive compensation package by paying close attention to market trends, industry data as well as internal employee pay equity.

- **Competitive annual base pay**
- **Annual bonus**
- **Stock options and an employee Equity Purchase Program**

## BENEFITS, PROGRAMS AND PERKS

- **4DMT covers 90% of employee-only premium and 80% for dependent on medical, dental and vision plans**
- **Employer-funded life insurance, disability insurance, wellness initiatives and employee assistance programs**
- **Flexible Spending Accounts (FSAs)**
- **401(k) plan with competitive employer match**
- **Optional benefits such as supplemental life and AA&D insurance, pet insurance, etc.**
- **Commuter program**
- **Employee recognition program**
- **Learning and development programs**
- **Financial Wellness Week education series**
- **On-site gym access**
- **Discount programs**

## HYBRID AND REMOTE WORK ARRANGEMENTS

We know that our people can be highly effective in achieving some of their goals outside of our offices and labs. We also recognize that face-to-face innovation and planning can be incredible effective and even essential at times. At 4DMT, one size does not fit all. Some jobs require our people to be in the office or labs frequently, whereas others do not. We strive to support remote and hybrid work location solutions that are based on the nature of each specific position we hire for, and that are transparent, consistent and fair. In this way we seek to empower our teammates to thrive and drive our business.

## WORK-LIFE BALANCE MATTERS AT 4DMT

We understand how important it is to spend quality time off with friends and family, and to recharge your batteries to be able to do your best work! This is why we offer plenty of paid time-off:

- **Reasonable Vacation Policy (for exempt employees)**
- **Accrued Vacation Time-Off (for non-exempt employees)**
- **13 company holidays, including MLK Day, Juneteenth and Election Day**
- **To encourage a work/life balance, the last Friday of each month is a paid company holiday**
- **10 sick days**
- **2 days to volunteer In local communities or at a 4DMT-organized event**
- **Competitive 4D 4 Families leave policy**