

ThreatSwitch Benefits Summary

Welcome to ThreatSwitch Benefits!

ThreatSwitch offers health insurance, vision and dental benefits pre-tax for its full time employees. The detailed benefits packet is available but this document provides a simpler, easier to understand summary.

Health Insurance

ThreatSwitch offers 2 options regarding health insurance with BlueCross BlueShield of North Carolina for its full time employees: Examples are illustrated below:

- Blue Options Traditional PPO with a Copay
- Blue Options High Deductible plan with HSA (HSA managed by Lively)

ThreatSwitch pays 80% of the employee cost and 20% of the family cost of the plan.

Voluntary Vision and Dental Benefit

ThreatSwitch also offers a voluntary vision and dental benefits for employees through Principal Insurance. ThreatSwitch doesn't contribute to the premiums for these plans but if you opt in the premiums will be deducted tax free from your paycheck. For more information on these plans and the associated premiums please see attached summaries.

Voluntary 401(K) Benefit

ThreatSwitch offers a voluntary 401(K) plan administered by Guideline utilizing VanGuard funds. Currently ThreatSwitch doesn't contribute towards the plan but if you opt in the money you contribute will be deducted tax free from your paycheck.

Flexible Time Off

Work where you want and when you want, as long as the work gets done. We don't track your hours or how many days you have left.

Stock Options

Every ThreatSwitch employee has a stake in our success. We offer stock options to new employees and periodically grant additional options when the company hits key milestones.