

# CORSAIR BENEFITS SNAPSHOT



Our employee benefits program is an important part of our total rewards package. We are proud to offer a comprehensive, cost-effective benefits package to support the health and well-being of you and your family.

This provides a quick snapshot of the benefits available to Corsair employees. We encourage you to visit [www.corsairbenefits.com](http://www.corsairbenefits.com) for detailed information.

## WHO IS ELIGIBLE?

Any active, regular, full-time employee working an average of at least 30 hours per week is eligible for benefits. The following family members are eligible:

- ▶ Your legal spouse or registered domestic partner; or
- ▶ Your dependent children (including your step-child, child of your domestic partner, and legally adopted child) up to age 26; or
- ▶ Any dependent child who reaches the age limit and is incapable of self-support because of a mental or physical disability.

Note: Parents, grandparents, siblings and their children are **not** eligible dependents.

## HEALTH & WELLNESS

### Medical & Prescription Drug Benefits

You have the choice of four national medical plans through UnitedHealthCare. If you reside in California, you also have the option to participate in an HMO plan through Kaiser. Corsair offers a selection of plans at various cost and deductible levels for you to choose the plan that works best for you and your family.

### Dental & Vision

You have the choice of a high or low dental plan through MetLife. The high plan includes orthodontia coverage, the low cost plan does not include coverage for orthodontia. You also have the option to enroll in vision benefits through VSP.

### Employee Assistance Program

Employee Assistance Program (EAP) through Uprise Health in partnership with Guardian: Free, confidential, 24/7 assistance help is available to you and your family members. Assistance includes counseling for personal or job-related concerns, substance abuse, legal or financial advice, and referrals for child or elder care.



## Tax-Advantage Accounts

- ▶ **Health Savings Account (HSA):** This account is only available to those enrolled in the High Deductible Health Plan. You can make contributions to the account to pay for eligible expenses and the funds roll over from year to year. Corsair contributes \$500 for employee and \$1,000 for family coverage. Contributions are deposited per pay period and are prorated for new hires.
- ▶ **General or Limited Purpose Health Care FSA:** Depending on the medical plan you enroll in, you can contribute to an FSA to set aside pre-tax money to pay for eligible health care expenses up to the IRS annual limit.
- ▶ **Dependent Care FSA:** Pre-tax money can be set aside in this account to pay for eligible dependent day care or eldercare expenses.
- ▶ **Parking and Transit FSA:** Commuter benefits are a pre-tax way to pay for eligible parking & transit expenses before taxes, up to the monthly limit.

## INCOME PROTECTION

### Life and AD&D

Corsair provides basic life and accidental death & dismemberment (AD&D) insurance through Guardian. Life and AD&D insurance is designed to provide protection for you and your family against loss of income due to death.

- ▶ You are automatically enrolled in basic life and AD&D coverage at no cost to you.
- ▶ You have the option to purchase additional life and AD&D insurance for yourself, your spouse/ domestic partner, and your child(ren).

### Disability

- ▶ Long-term disability is provided by Corsair, you have the option to pay the premium resulting in a tax-free benefit.
- ▶ You have the option to purchase short-term disability that provides income protection at 60% of salary for an approved disability.

## ADDITIONAL BENEFITS

### Voluntary Benefits

You have the option to purchase additional coverage.

- ▶ Accident Protection
- ▶ Critical Illness
- ▶ Hospital Indemnity
- ▶ Pet Insurance
- ▶ Legal Insurance
- ▶ ID Theft Protection

### Perks

- ▶ Employee Product Purchase Program
- ▶ Education Reimbursement Program
- ▶ Employee Stock Purchase Program
- ▶ 12 weeks of paid parental leave

## RETIREMENT SAVINGS

### Corsair 401(k) Plan

All employees are automatically enrolled in the Corsair 401(k) Plan at a 4% contribution rate. Corsair will also match dollar for dollar the first 4% of your personal contributions. The plan is administered by Principal and you can adjust your contribution rate on the portal at anytime.

