



TELLIGEN BENEFITS

Telligen takes pride in attracting, developing, and retaining highly talented individuals. We are an employee-owned company where all employee-owners have a vested interest in its success. Our employee-owners' expertise is our primary asset and is what differentiates us in the markets we serve. As part of our Total Rewards Program, we offer a comprehensive benefits package that takes care of both the immediate and long-term needs of all Telligen employee-owners and their families.

Full and part-time employee-owners beginning employment on the first of the month are immediately covered. Those starting after the first are covered the first day of the following month. Employee-owners working part-time are eligible for benefits if they work an average of 20 or more hours per week. Children up to age 26 are eligible for coverage. Employee-owners can change their coverage during the annual open enrollment period, or when a life changing event occurs (i.e., marriage, divorce, adoption, childbirth, or a spouse's loss of coverage).

HEALTH BENEFITS

MEDICAL PLANS

Telligen employee-owners can choose one of two UMR (a United- Healthcare company) medical plans: Choice Plus 1500 Plan and Choice Plus 3000 Plan (High Deductible Health Plan).

DENTAL PLAN

Delta Dental provides coverage for checkups, cleaning, cavity repair, tooth extractions, root canals, high-cost restorations and more. Members may go to any dentist they choose; however, the highest benefits will be paid when Delta Dental dentists are used.

VISION PLAN

Vision Service Plan (VSP) provides coverage for exams, lenses, frames, and contact lenses. VSP network providers include highly skilled and professionally certified optometrists and ophthalmologists.

BASIC LIFE INSURANCE / AD&D INSURANCE

The company provides full and part-time employee-owners with group life insurance equal to a percentage of their annual salary. The company also pays the premium for accidental death and dismemberment insurance with coverage equal to a percentage of an employee-owner's salary.



HEALTH BENEFITS

SHORT-TERM DISABILITY

Telligen's short-term disability plan through Lincoln Financial is provided to all eligible employee-owners at no cost. This program is designed to replace a percentage of employee-owners' gross salary should they be unable to work due to an accident or illness.

LONG-TERM DISABILITY

The company provides full and part-time employee-owners with long-term disability income benefits in the event of a non-work-related injury or sickness. After a specified waiting period, this program is designed to replace a percentage of employee-owners' gross salary.

RETIREMENT BENEFITS

401(K)

Employee-owners may defer up to 80 percent of their salary, up to the IRS limit, into one or more of the plan's professionally managed funds. Employee-owners may choose between pre-tax contribution deferrals or Roth (post tax) contribution deferrals.

CATCH UP PROVISION

Employee-owners who reach the age of 50 or older in a calendar year may defer additional funds up to the IRS limit, to their 401(k) account.

EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)

An ESOP is a qualified retirement plan, similar to a profit sharing or 401(k) plan. An ESOP gives employee-owners a beneficial ownership interest in the company's stock.

COMPANY CONTRIBUTION

All eligible employee-owners will receive Telligen stock annually. Employee stocks granted are a percentage of the employee-owner's annual pay.

OTHER BENEFITS

FLEXIBLE SPENDING PLAN (FSA)

The medical flexible spending plan allows employee-owners to pay for medical and dental expenses with pre-tax dollars. The dependent care flexible spending plan allows employee-owners to pay for dependent care expenses with pre-tax dollars. Employee-owners may also contribute to a commuter flexible spending plan to pay for commuting expenses with pre-tax dollars.



OTHER BENEFITS

HEALTH SAVINGS ACCOUNT (HSA)

Any Telligen employee-owner enrolled in the Choice Plus 3000 Plan may receive an annual employer contribution based upon participation in the wellness program (amount is prorated based on employee-owner hire date). The HSA allows employee-owners to make tax free payroll contributions to an account that they may then use to pay for certain out of pocket medical expenses. Funds in the HSA accumulate on a tax-free basis, and, if the funds are used for qualified medical expenses, they are never taxed.

DEPENDENT LIFE INSURANCE

Employee-owners are eligible to purchase term life insurance protection for their families.

VOLUNTARY TERM LIFE INSURANCE

Employee-owners who want to supplement their group life insurance benefits may purchase additional coverage.

LONG-TERM CARE COVERAGE

Telligen has partnered with Long Term Care Strategies to provide a voluntary long-term care insurance program that is available for all employee-owners and their immediate family members who are 18 years of age and older. This product is individually underwritten, and age rated, so employee-owners who would like to participate in this benefit will meet with a representative to choose the benefit level right for them. This product is discounted for Telligen employee-owners and their family members. This benefit is also completely portable.

VOLUNTARY BENEFITS

Telligen has partnered with Voya to offer voluntary benefits for employee-owners to purchase to help supplement their medical coverage and provide additional income protection. Telligen offers Accidental insurance, Hospital Indemnity insurance, and Critical Illness insurance.

EMPLOYEE ASSISTANCE PROGRAM

The employee assistance program provides confidential counseling to employee-owners and family members. The cost is fully paid for by the company.

TUITION/EDUCATION ASSISTANCE

All benefits eligible employee-owners are eligible for tuition/CEU/certification reimbursement up to a certain dollar amount per calendar year.

TELEHEALTH

Telehealth provides virtual medical and behavioral health consultations with physicians (aka online doctor visits).

EMPLOYEE-OWNER INCENTIVE COMPENSATION PLAN (EOICP)

The EOICP is a bonus program designed to promote teamwork, growth, long-term profitability and to reward staff for their participation in Telligen's success. Telligen must meet a minimum net income threshold before any funds are available to share with employee-owners, thus, it is not guaranteed to employee-owners.



EMPLOYEE BENEFITS

OTHER BENEFITS

WELLNESS PROGRAM

Telligen's RevUP! Your Health Wellness program is free to all Telligen employee-owners and their spouses on a voluntary basis. This comprehensive wellness program includes onsite biometric screenings, individual coaching for all participants as well as a number of corporate wide events. Corporate wide wellness events are sponsored by the Wellness Ambassadors, a volunteer group of Telligen employees-owners dedicated to increasing the health and well-being of all Telligen employee-owners and their families.

TIME OFF BENEFITS

PAID TIME OFF (PTO)

Upon full-time employment, PTO is accrued on a bi-weekly basis. PTO allows employee-owners flexibility with their time away from work. PTO accruals are dependent upon organizational level and increase with years of service with the company.

HOLIDAYS

Employee-owners are eligible for a certain number of holidays per calendar year.

VOLUNTEER TIME OFF (VTO)

Telligen allows all full-time and part-time benefit eligible employee-owners VTO hours to use during the calendar year for time spent volunteering in the community.

PAID PARENTAL LEAVE

Telligen's Paid Parental Leave program is provided to all eligible employee-owners to receive a certain number of weeks of leave paid at a percentage of an employee-owners' gross salary.

PAID CAREGIVER LEAVE

Telligen's Paid Caregiver Leave program is provided to all eligible employee-owners to receive a certain number of weeks of leave paid at a percentage of an employee-owners' gross salary.

TELLIGEN PERKS



CASUAL DRESS
CODE



EMPLOYEE REFERRAL
PROGRAM



FREE FRUIT &
COFFEE



100%
EMPLOYEE-OWNED

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CAREER OPPORTUNITIES

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