



rex

Benefits Program Snapshot 2022

Our commitment is to meet the needs of our teammates by providing a fulfilling work environment and a comprehensive benefits package that is designed to meet your personal needs and provide you with financial security.

Our Benefits

We are committed to sponsoring a comprehensive and competitive benefits program for all eligible teammates. We offer you and your eligible dependents a benefits program intended to protect your health. Below are some of the highlights that we hope will show you our commitment to our team and their health.

You can contact the Human Resources team with any questions at HR@rex.com.

Eligibility

As a full-time teammate that works at least 30 hours per week, you are eligible to enroll and participate in all benefits (except 401k) on your first day of employment for Director level and above, or on the first day of the month following 30 days from your start date. You may also elect coverage for your eligible dependents. Eligible dependents are your legal spouse/partner and/or dependent children.

Medical & Prescription

Rex offers three healthcare plan options utilizing the United Healthcare (UHC) national PPO network. Our HSA plan is only \$1.99 per pay period after the Company contributes \$30 to participating teammates' HSA accounts. All of our plans offer \$0 preventative care and \$0 telemedicine visits with low specialist and RX copays.

Team members also have access to a 24/7 benefits advocacy team to provide concierge-level service for your healthcare needs.

Virtual Visits

Medical health plan participants will have access to a national network of U.S. Board Certified doctors who are available 24/7/365 to treat many of your medical issues through a virtual program called AccessADoctor. Most visits take 10-15 minutes and doctors can even write prescriptions when needed!

Bi-Weekly Payroll Deductions

Medical

	HSA	PPO1	PPO2
Teammate Only	\$31.99	\$54.33	\$78.04
Teammate + Spouse	\$116.37	\$166.04	\$241.09
Teammate + Child(ren)	\$40.37	\$86.42	\$144.82
Teammate + Family	\$183.20	\$268.70	\$342.31

Dental

The Company offers you the opportunity to enroll in one of two dental plans through Lincoln Financial Group (LFG). The low and high PPO plans offer the choice of using either in or out-of-network providers.

	HIGH	LOW
Teammate Only	\$18.13	\$12.68
Teammate + Spouse	\$36.20	\$25.37
Teammate + Child(ren)	\$48.47	\$32.14
Teammate + Family	\$66.11	\$44.52

Vision

You have access to a vision insurance policy through Lincoln Financial Group (LFG). LFG uses the Spectera network, which offers access to thousands of providers.

	VISION
Teammate Only	\$2.89
Teammate + Spouse	\$5.48
Teammate + Child(ren)	\$6.43
Teammate + Family	\$9.05

Short Term Disability Insurance

The company covers 100% of the premiums for Short Term Disability through Lincoln Financial Group (LFG). This benefit provides for short-term income continuation if you become disable from a covered accidental bodily injury, sickness, or pregnancy.

Long Term Disability Insurance

All Full-Time employees are provided with LTD coverage offered through Lincoln Financial Group. This benefit is 100% paid for by the company. This benefit provides for long-term income continuation if you become disabled from a covered accidental bodily injury or sickness to Social Security retirement age.

Basic Life and Accidental Death & Dismemberment Insurance

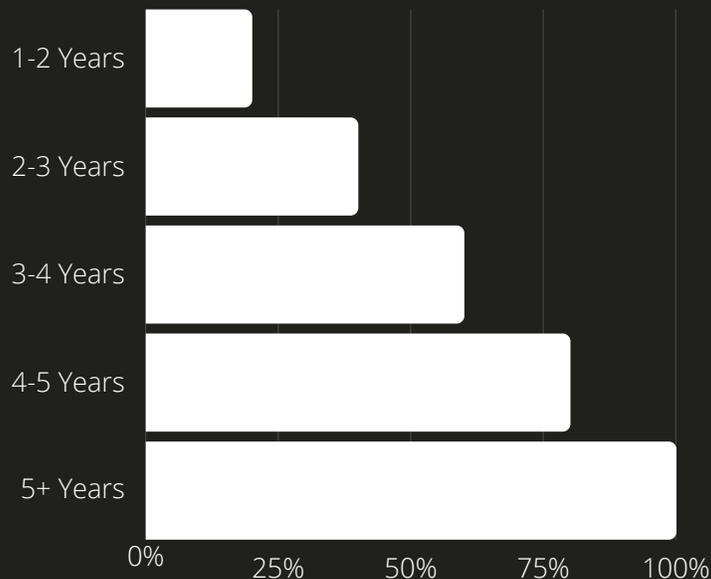
All Full-Time eligible employees are provided with 1x annual salary of Basic Life and AD&D coverage. The company pays 100% for this benefit and coverage is offered through Lincoln Financial Group. You may select and change your designated beneficiary at any time.

Retirement Savings Plan 401(K)

Participation in the Company's 401(K) benefit plan is available after 30 days of employment through Perfect 401(K)/Charles Schwab You must be at least 21 years old.

Employer Contributions

After 6 months of employment, the Company matches \$0.50 for every \$1.00 up to a 6% teammate contribution. You will be fully vested after 5 years of service. You are 100% vested in the amounts you contribute. The company's matching contributions are vested as presented in the vesting schedule below.



Flexible Spending Account

A Dependent Care FSA allows you to set aside pre-tax money from your paycheck to pay for eligible dependent care expenses. When you elect an FSA, you reduce your taxable income while paying for services you would otherwise have paid for with after-tax income.

Teammate Assistance Program

Lincoln Financial Group Employee Assistance Program (EAP) has trained professionals to work with you as you search for solutions to personal and workplace issues. In addition to unlimited phone counseling, you are also entitled to up to three face-to-face visits with a referred counselor.

Gym Membership Reimbursement

If you are a gym member, you will be eligible to receive a \$20/monthly gym reimbursement.

Vacation Policy

Team members within the Rex Ecosystem have unlimited vacation time pending their manager's approval. We encourage team members to take a minimum of 3 weeks' vacation annually, outside of the 10 company holidays offered. As outlined in your offer letter, we define this as Discretionary Time Off (DTO).

Referral Bonus Program

If you refer a candidate who is hired for a full-time position with the Company, you may be eligible to receive up to a \$2,500 bonus after their 90th day of employment.

How does equity work for your startup companies?

Each startup company team member will receive equity compensation based on the role & responsibilities. Your equity percentage will be outlined in your offer letter. Currently, equity vests over 5 years with a 1 year cliff. This means 20% of a teammate's equity will vest on their one year anniversary. Remaining equity will vest on an ongoing monthly basis. This may change over time as the company matures. Team members will be eligible to receive additional equity grants in the future based on performance.

Parental Leave Policy

The Company will provide up to four weeks of paid parental leave to employees following the birth of an employee's child or the placement of a child with an employee in connection with adoption or foster care. The purpose of paid parental leave is to enable the employee to care for and bond with a newborn or a newly adopted or placed child. Further details on this policy are located inside the Teammate Handbook.