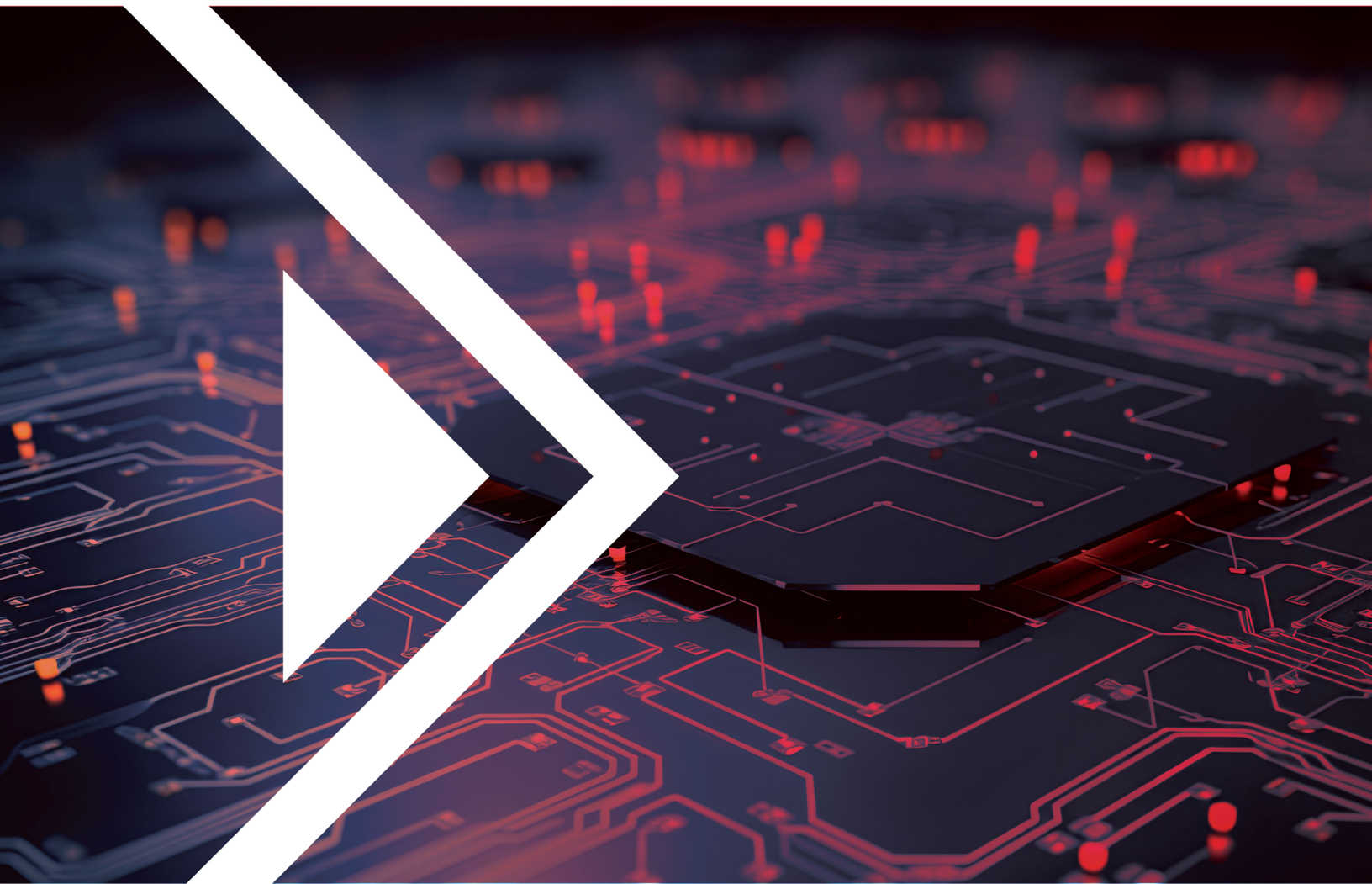


# BENEFITS GUIDE 2025



A Guide to Benefits and  
Programs at Elevate Semiconductor

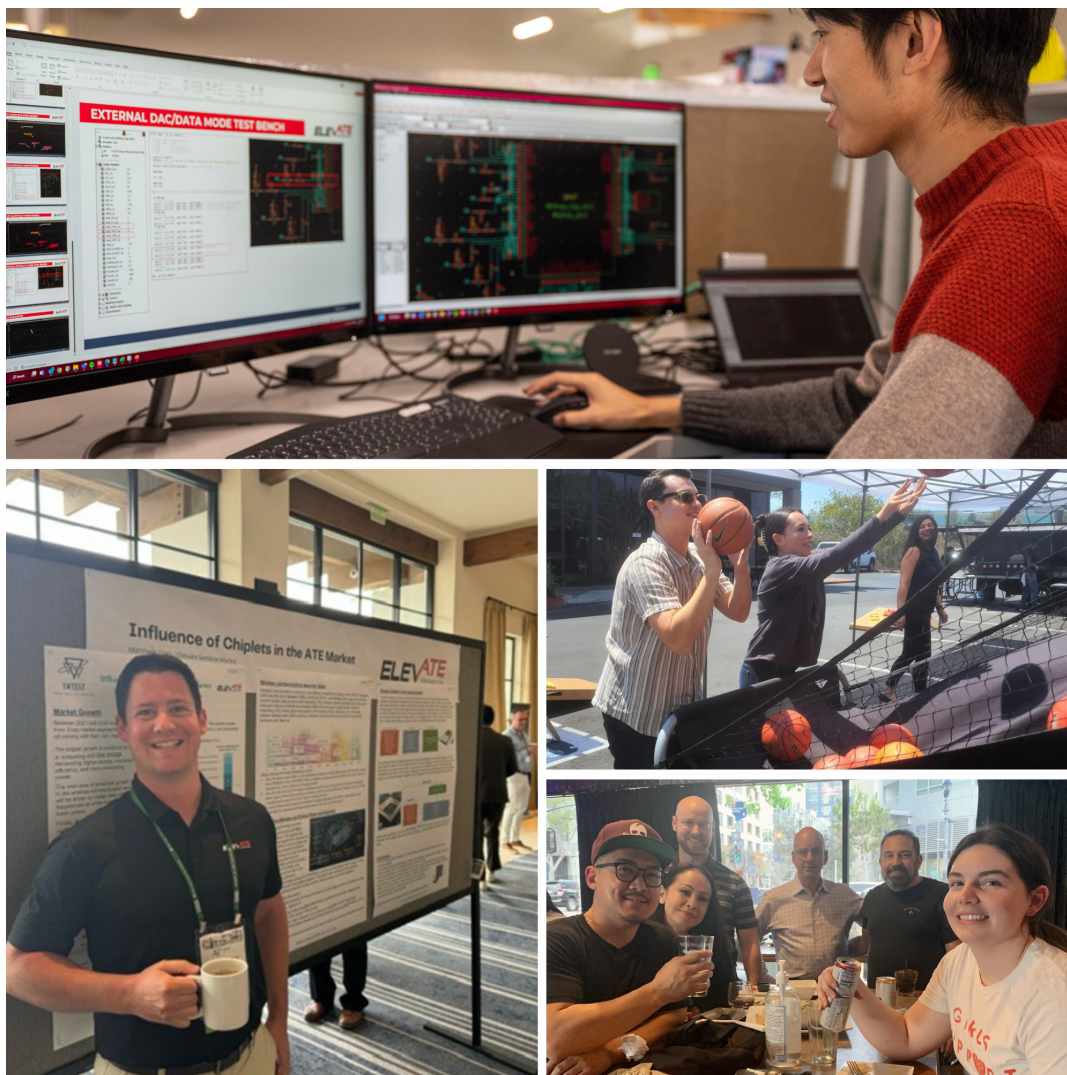


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## Introduction

Welcome to Elevate Semiconductor's Benefits Guide! At Elevate, we're more than just a workplace—we're a community driven by innovation, collaboration, and a shared passion for excellence. This guide is designed to give you an inside look at the perks and benefits we offer, each carefully crafted to support your professional growth and personal well-being. From daily free lunches to fostering industry connections, we aim to make your experience here rewarding and fulfilling. Curious what life at Elevate looks like? Check out the snapshots of our vibrant workplace below!



## Holiday Calendar

The following list are the observed holidays for calendar year:

1. New Year's Day
2. Memorial Day
3. Independence Day
4. Labor Day
5. Thanksgiving
6. The Day after Thanksgiving
7. Christmas Day
8. The Day after Christmas
9. Presidents Day
10. Juneteenth

## Flexible Work Schedule

ElevATE Semiconductor is committed to helping employees face the demands of juggling work, family, and personal obligations by offering a number of possible flexible work arrangements. These arrangements provide employees with increased flexibility with their work schedule while allowing the organization to maintain a progressive and productive work environment.

All employees are encouraged to partner with their Manager on determining the best work schedule for the individual and departmental success.

## Self-Managed Planned Paid Time Off

We recognize the need for employees to take time away from the office. We believe everyone should take responsibility for managing their own time, workload and achieving results. There is no limit placed on planned paid time off (PPTO), however, blocks of two weeks or more must be separated by six weeks. This policy is for planned absences, and it is designed to allow employees reasonable time to relax on vacation and/or to take planned absences to attend to your life.

## Sabbatical

Exempt employees in good standing are eligible to apply for a sabbatical leave after the completion of five years of continuous full-time service. Employees hired before September 1, 2018, will use this date as their elective start date to determine program eligibility. Paid sabbatical leave is up to four consecutive weeks.

Employees on approved sabbatical leave will receive full pay and continued benefits during the period of leave.



## **Paid Sick and Safe Leave**

Exempt employees will be granted 80 hours per year of Paid Sick and Safe Leave from their jobs for any of the following qualifying purposes:

- The employee's own physical or mental illness or injury, preventative medical or health care (including appointments with health and mental care providers), or health condition
- The employee's need to care for a family member's physical or mental illness, preventative medical or health care (including appointments with health and mental care providers), injury or health condition.
- As a consequence of the employee or the employee's immediate family member being a victim of domestic violence, sexual assault, or stalking.
- Any other qualifying purpose covered by applicable state or local laws.

Paid Sick and Safe Leave does not carry over from year to year.

## **Medical, Dental, Vision Benefits**

Through Trinet, employees have a robust selection of medical, dental, and vision benefits to opt into. Benefit Plans coverage is October to September annually.

- Health insurance (medical, dental, vision)
- Health care or dependent day care flexible spending account (FSA)
- Health savings account (HSA)
- Basic/supplemental life insurance
- Short-term/long-term disability insurance
- Accidental death and dismemberment insurance

When the event an employee experiences a qualifying life changing event, adjustments can be made to benefits coverage.

## **401(k) Retirement Savings Plan**

Employees are eligible to for ElevATE's 401K Plan with Vanguard. Through Vanguard, we offer a SafeHarbor benefit and applies to non-highly compensated employees. The amount of the Safe Harbor Matching Contribution is determined based on employee compensation and contributions into the plan during the plan Year.

Rollover contributions from other retirement plans may be arranged. 401K plans are 100% vested.

## Annual Incentive Plan

The annual incentive plan is designed to reward employees for their contribution to the business during the financial year. Participants bonus target amount is a percentage of the annual salary that based on the current job level. The specific detailed bonus target amount will be calculated and communicated to directly by Managers. The Plan measurement is weighted 50/50 on company financial performance and each employee's individual performance objectives. Payouts are split into 6-month internals and typically paid in July and January. Exempt employees will be granted 80 hours per year of Paid Sick and Safe Leave from their jobs for any of the following qualifying purposes:

## Referral Program

ElevATE Semiconductor is always looking for good people, and you can help. All employees, except the CEO, Human Resources personnel, and managers with hiring authority over the referred candidates, are eligible for the referral bonus.

The hiring of a referred employee must occur within 180 days (six months) of the initial referral date. All referral bonus payments will be paid after the referred employee's 120th day of employment. The referring employee must be employed during the hired candidate's first 30 days of employment to receive payment of the referral bonus.

## Tuition Reimbursement

We strive to offer our employee's opportunities for future career growth and help them further their knowledge, skills, and job effectiveness through higher education.

With this Tuition Reimbursement Policy, ElevATE will reimburse an employee up to a maximum of \$5,250.00 per year for continuing education through an accredited program that either offers growth in an area related to his or her current position or that may lead to promotional opportunities.

An employee must secure a passing grade of "B" or its equivalent or obtain a certification to receive any reimbursement. Expenses must be validated by receipts and a copy of the final grade or certification received.

Must remain employed for 12 months following reimbursement or will be expected to refund the full amount.

## Phone Stipend

To support our employees in staying connected and productive, Elevate Semiconductor offers a phone stipend, paid out biweekly, totaling \$600 annually. This benefit helps offset the cost of your mobile phone plan, ensuring you have the resources needed to stay in touch with colleagues, clients, and key updates, whether working in the office or remotely.

## Free Daily Lunch

At Elevate Semiconductor, we believe great ideas start over great meals. That's why we provide free lunch every day to fuel your productivity and foster connections with your colleagues. Enjoy a variety of delicious options catered fresh, giving you one less thing to worry about during your busy day. And because we know good food is hard to leave behind, we even provide to-go boxes—perfect for taking home those tasty leftovers to enjoy later. Lunch is on us, every day—dig in!

## Support for Technical Conferences

We're committed to fostering innovation and thought leadership. We actively encourage Elevators to participate in technical conferences, empowering them to share their expertise, learn from industry leaders, and stay ahead of the curve in their fields. Elevate provides support for attending and contributing to these events, whether through presenting papers, participating in panels, or engaging with cutting-edge discussions. By being part of the broader industry conversation, our engineers not only grow professionally but also help shape the future of technology. At Elevate, your voice matters—on our team and in the industry.

