



# BLUE RIVER TECHNOLOGY 2026 BENEFITS

At Blue River Technology, our success is driven by our people. That's why our goal is to provide you and your families with the resources you need to thrive - at work and at home. We're proud to offer comprehensive benefits that support your physical health, mental wellness, and financial goals, today and in the future.

## ELIGIBILITY

Regular full-time employees working 30 or more hours per week are eligible for benefits starting on the date of hire. Eligible employees can also enroll eligible dependents in many of the same benefits including coverage under medical, dental, and vision plans. Eligible dependents include:

- Legally married spouse or domestic partner
- Biological, adopted, step, and/or domestic partner's children up to age 26
- Children aged 26 or over who are disabled and depend on you for support
- Children named in a Qualified Medical Child Support Order (QMCSO)

## RETIREMENT PLAN

Blue River Technology's 401(k) plan through Fidelity supports your retirement benefits and provides a long-term vehicle to achieve your retirement goals.

- Receive a match of \$0.65 per \$1.00 per contributed up to 6% of gross compensation, 100% immediate vesting
- Elect pre-tax, Roth after-tax, or catch-up contributions
- Contribute up to the IRS maximum on a pre-tax basis, Roth, or combination of the two

## HEALTHCARE OPTIONS

Eligible Blue River Technology employees and their dependents can select from several comprehensive health plans designed for flexibility and choice. Whether you choose Aetna or Kaiser, our plans feature fertility services to help you grow your family. From diagnosis to treatment, our coverage is designed to be there for you.

### Medical

- Kaiser HMO (CA Only)
- Aetna HDHP
- Aetna 500 PPO

### Dental

- Aetna Dental PPO

### Vision

- Vision Service Plan (VSP)

## HEALTH SAVING ACCOUNT (HSA)

You are eligible to open an HSA with Fidelity when you enroll in the Aetna HDHP. Blue River Technology contributes up to \$750 annually for those enrolled with individual coverage and \$1,500 for those who cover dependents. Employer contributions to your HSA count toward the annual IRS contribution limit

## INCOME PROTECTION

The following benefits are paid in full by Blue River Technology:

- Basic Life and AD&D Insurance: 2 times your annual salary, up to \$500,000
- Short-Term Disability: pays 60% of your weekly salary after 7 days of disability, up to \$3,000 per week for up to 12 weeks
- Long-Term Disability: replaces 60% of your monthly annual salary, up to \$15,000 per month

In addition to the Blue River sponsored benefits, you can purchase the below supplemental insurance for you and your dependents:

- Employee Supplemental Life/AD&D
- Spouse Supplemental Life/AD&D
- Child Supplemental Life

## FLEXIBLE SPENDING ACCOUNTS (FSAs)

Our FSAs administered by Navia allow you to set aside pre-tax dollars from your paycheck to use on eligible health care and dependent care expenses.

- **Healthcare FSA:** allows you to pay for eligible health-related expenses such as copays, prescriptions, dental services, and glasses
- **Limited Purpose FSA:** an FSA for those enrolled in our HSA. Eligible expenses are limited to dental and vision expenses only
- **Dependent Care FSA:** allows you to pay for eligible dependent care expenses for children under age 13 or a live-in spouse or relative who is incapable of self-care

## ADDITIONAL BENEFITS

Blue River Technology offers additional benefits to support your and your family's physical, mental, and financial wellness.

### WELLBEING RESOURCES

- **Employee Assistance Program (EAP):** assists with anxiety, depression, relationship issues, legal issues, financial counseling, dependent care resources, and more
- **Bereavement Support:** Blue River partners with Bereave to support employees in time of loss, grief and hardship. You can extend access to family and friends at no extra cost
- **Talkspace:** an online therapy platform that makes it easy and convenient for you to connect with a licensed behavioral therapist
- **BRT FIT:** offers onsite exercise classes, meditation, healthy snack options, and wellness seminars
- **Breast Milk Shipping:** for new moms who need to travel for work, take advantage of breast milk shipping through Milkstork
- **BRT/John Deere Employee Purchase Program:** rebates on purchasing new John Deere equipment
- John Deere Apparel Store discounts

### COMMUTER BENEFITS

- Reimbursed up to \$260 a month for public transportation to Santa Clara, CA office
- Employees who commute via public transportation are eligible for a company-sponsored Wi-Fi hotspot

### SUPPLEMENTAL INSURANCE

Everyone's benefits needs are different. The voluntary benefits listed below are employee-paid plans that you can enroll in based on your personal needs.

- Accident Insurance
- Critical Illness Insurance
- Hospital Confinement Indemnity Insurance
- Legal Insurance

### TIME OFF

- **Paid Time Off (PTO):** employees are eligible for PTO based on their years of service with Blue River Technology. New hires accrue 21 days per year; employees who have longevity with the company (7+ years) accrue 31 days per year
- **Holidays:** regular full-time employees are entitled to 15-18 paid holidays annually, including the "Company Shut Down" period between Christmas and New Year

### TIME OFF (CONTINUED)

- **Sick Time:** 40 hours of paid sick time a year
- **Family Leave Policy:** up to 8 weeks of paid family leave, in coordination with state specific laws, available on the first day of hire (no required waiting periods)
- **Blue River Disability Leave:** up to 8 weeks of full pay while on approved disability in coordination with our company Short Term Disability program and state disability programs
- **Supplemental Military Pay:** when on active duty orders, Blue River will true up your earnings for up to 10 calendar work days per year
- **Sabbatical Program:** after 7 years of service (and every 5 years after that), employees are eligible for 4 weeks of time off with pay
- **Volunteering:** Blue River annually provides 8 hours of paid volunteer time to serve organizations in your community
- **Bereavement Leave:** 10 days per year for the loss of an eligible family member

### ADOPTION BENEFIT

The Blue River Adoption Reimbursement Program (ARP) provides eligible employees with reimbursements for qualified adoption expenses.

- Up to \$5,000 per eligible child
- Maximum of \$5,000 per year, per employee

### EDUCATIONAL REIMBURSEMENT

- Up to \$5,000 per calendar year for undergraduate courses or degrees
- 50% of the cost for an advanced degree (MS or above), up to \$15,000 per year

### DONATION AND VOLUNTEER MATCHING

- Up to \$3,500\* donation per employee, per fiscal year
- \$20 per volunteer hour, up to \$3,500\* per employee, per fiscal year

\*\$3,500 is the total match between combined dollar donations and hours worked

### BEYOND WORK

- Blue River Technology has frequent employee events, a game room, happy hours, and more!
- At our Santa Clara office, Blue River contributes up to \$15 per lunch meal through Forkable
- Cell phone and/or internet reimbursement