



Compensation Plan/ Summary of Benefits for Full-Time Employees

- **Paid Leave.** TranTech employees earn 15 days of paid leave (vacation, personal, sick) per year, immediately on joining the company. After five years, leave earned increases to 20 days per year.
- **Holidays.** The company provides 10 paid Federal holidays per year.
- **401(k) Savings Plan.** TranTech sponsors a 401(k) Savings Plan, managed by Fidelity Investments, that allows our employees to set-aside a portion of their income for retirement. 401(k) contributions are deducted before taxes, making them tax-free, and also serve to lower your tax rate. In addition to your contributions, TranTech matches 100% of the first 3% and 50% of the next 2% of your contributions, up to 4% of your gross income. Company match funds are vested immediately under Safe Harbor effective 1/1/07.
- **529 College Savings Plan.** TranTech sponsors a 529 Plan that enables employees to put aside money for their children's education.
- **Education Assistance.** TranTech covers up to \$2,000 a year in approved educational expenses, which may be used to cover tuition, books, seminars, and other costs.
- **Flexible Spending Accounts.** Employees may elect to put aside pre-tax dollars to pay for medical and/or child care expenses.
- **Employee Assistance Program (EAP).** Sponsored by the company, the EAP provides counseling to help employees deal with life's everyday stresses and problems.
- **Health Insurance.** Medical coverage is available, and in effect from the first day of employment, if elected. Coverage may be selected from two plans, with different premiums, co-pay, and deductibles.
- **Dental Insurance.** Dental coverage is available the first day of employment.
- **Vision Plan.** Employees may elect to participate in a discount vision program.
- **Life Insurance.** At no cost to employees, there are 3 classes of insurance available for Executives, Managers, and Employees. Employees may purchase additional life insurance, at discounted rates.
- **Short-Term Disability Insurance.** At no cost to employees, TranTech provides short-term disability insurance, which provides 60% of an employee's weekly salary, up to \$1,500 per week. Benefits begin after a 14-day waiting period, and continue for 11 weeks.
- **Long-Term Disability Insurance.** At no cost to employees, TranTech provides long-term disability insurance, which provides 60% of an employee's monthly salary, up to \$10,000 per month (tax free). Benefits begin on the 91st day of disability, following the expiration of coverage under short-term disability. Coverage continues for a variable length of time (from two years to retirement), based on the disability.
- **Other Insurance.** A variety of AFLAC insurance programs are available.
- **Credit Union.** TranTech sponsors access to the Pentagon Federal Credit Union.
- **Direct Deposit.** Employees may elect to have their pay deposited directly into their bank account.
- **Liberty Mutual.** Employees may obtain quotes on AUTO/HOME insurance through a local representative.

Please direct questions to TranTech's HR Benefits Manager, Kevin Kelly: 703.671.9873, ext. 127.