



NETWORK SECURITY SYSTEMS PLUS, INC.

Network Security Systems Plus, Inc.

5205 Leesburg Pike, Suite 505, Falls Church, VA 22041

Phone: 703-933-7040 • Fax: 703-933-7048 • Website: www.nssplus.com

NSSPlus, Inc. offers competitive benefit plans to ensure that our employees and their families have access to medical care as well as the tools to save for retirement.

To provide that coverage, we offer medical, dental, vision insurance, disability plans, an FSA plan, and a life insurance policy. Financially, you can save for the future in our 401(K) plan. We also offer other perks and incentives to our employees.

This Benefit Data Sheet gives you a brief overview of the benefits offered by NSSPlus. Please feel free to contact the Operations Department at (703) 933-7040 or by sending an email to operations@nssplus.com if you have any questions.

BENEFIT SUMMARY

- Medical Benefits
- Dental Benefits
- Vision Benefits
- Long-Term Care
- Long-Term Disability
- Short-Term Disability
- Life Insurance
- Flexible Spending Account (FSA) (Health & Dependent Care)
- Company paid gym membership
- Onsite paid parking at our Corporate location
- Paid vacation based on years of service
- Ten (10) Paid Holidays per year
- 401(K) Retirement Plan w/Matching
- Paid Personal Absence (Bereavement)
- Paid Leave for Jury Duty
- Supplemental pay for annual reserve training or short-term military leave (up to 14 days)
- Business Travel Accident Insurance
- Education and Professional Development Training
- Automated Timesheets

BENEFIT PLANS (Medical/Dental/Vision):

NSSPlus offers a comprehensive and competitive benefit plan that covers Medical, Dental and Vision. These plans are available for all eligible employees and their dependents on the first of the month following their date of hire through monthly pre-tax deductions. NSSPlus also offers one plan that is at no cost to the employee. Benefit plans are not grouped together; therefore, employees can customize their selections.

LIFE, DISABILITY AND LONG TERM CARE PLAN OPTIONS

NSSPlus offers Group Term Life, Disability and Long Term Care Plan Options. The Life Insurance, LTD, STD and LTC Base Plan options are provided at no cost to the employee.

FLEXIBLE SPENDING ACCOUNT (FSA) PLANS

NSSPlus offers Flexible Spending Plans for Health Care and Dependent Care through monthly deductions.



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401(K) RETIREMENT PLAN

NSSPlus offers a retirement plan with employer matching. Deductions are taken from employees' monthly paycheck. All employees have online access to manage their account.

PAY CYCLE

NSSPlus employees are paid on a monthly basis (on or about the 15th of each month) via direct deposit.

ADP TOTAL SOURCE

NSSPlus utilizes ADP Total Source as our Human Resources Management System. All employees have 24-hour online access to do the following:

- Update Personal Information;
- Review Benefit Choices;
- Review Pay Statements and W-2s;
- View and sign up for other perks and consumer discounts.

VACATION ACCRUAL

NSSPlus vacation is based on an accrual method based on years of service with the company.

Years of Service	Vacation Days Per Calendar Year	Accrual Rate
0 – 3 Years	15 Days	10.00
3 – 6 Years	20 Days	13.33
6 years and over	25 Days	16.66

Table 1: Accrual Method Based on Years of Service

HOLIDAYS

NSSPlus observes the following paid holidays per year for all Regular full-time employees.

- New Year's Day
- Martin Luther King Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Christmas Day