



Benefits for U.S. Employees

// YOUR HEALTH

BCBS MEDICAL COVERAGE

Zenas offers two PPO plans through Blue Cross Blue Shield of Massachusetts that provides nationwide, comprehensive coverage paired either with a Health Reimbursement Arrangement (HRA) or a Health Savings Account (HSA) to assist with medical costs.

BCBS DENTAL COVERAGE

Dental coverage is provided by Blue Cross Blue Shield of Massachusetts. The plan offers a \$1,500 yearly maximum, \$50/\$100 deductible and orthodontia coverage.

BCBS VISION COVERAGE

Vision coverage is provided by VSP. The plan offers \$180 frame allowance and \$150 contact lens allowance each calendar year.

// YOUR FINANCES

LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) COVERAGE

Through The Hartford, you will receive company-paid life & AD&D insurance of 2x your annual salary up to \$500,000.

DISABILITY COVERAGE

Short-term and long-term disability insurance offers salary continuation at no-cost to employees in the event they are unable to work due to injury or illness.

PARENTAL LEAVE

Supporting employees through the major life change of a new baby is important to Zenas. We provide 6 months of paid parental leave for new parents welcoming a newly born or adopted child. Parental leave runs concurrently with any state or company sponsored disability leave, if applicable.

401(K)

Employees can contribute to a 401(k) through Vanguard with Roth and/or pre-tax contributions.

CELL PHONE STIPEND

Zenas provides a cell phone stipend to assist with the cost of their personal cell phones at \$50/month.

// YOUR PERSONAL LIFE

PAID TIME OFF

Employees enjoy 3 weeks (accrued) of vacation time along with unlimited sick days to care for themselves each year.

HOLIDAYS

Zenas recognizes all major holidays plus an Employee Appreciation Day (totaling 12 days). In addition, we offer 2 paid week long company-wide shutdowns (Winter and Summer).

EMPLOYEE ASSISTANCE PROGRAM

We offer an EAP through The Hartford. The EAP is available to help employees and their families with real-life issues such as mental health challenges, financial or legal support, and much more.