

Employee Benefits Summary | 2023



Introduction

As a member of the Phathom Phamily, you receive benefits and perks that support you through all stages of life. Our benefits are designed to be inclusive, flexible, and supportive for both you and your family through the ups and downs of life. Because when you join Phathom, your family becomes part of our Phamily.

CORE BENEFITS

Phathom offers a choice of health coverage that best meets your needs. Your monthly premiums are based on the coverage you select and the dependents you choose to cover.

Medical Insurance

Open Access Plus (PPO)

Our Open Access Plus plan offers comprehensive coverage both in and out of network with limited additional out-of-pocket expenses and are highlighted by having no in-network deductible.

Cigna OAP (PPO) Plan	In-Network	Out-of-Network
Plan Deductible (Individual/Family)	None	Plan Pays 80%
Plan Coinsurance	Plan pays 100%	Unlimited
Plan Out-of-Pocket Maximum (Individual/Family)	\$2,500 / \$5,000	\$2,500 / \$5,000
Primary Care Physician (PCP) / Specialist / Urgent Care / Telehealth Visits	\$10 co-pays, plan pays 100% of co-insurance	Plan pays 80%
Preventive Care Office Visits & Services	Plan pays 100%	Plan pays 80%
Inpatient Services	Plan pays 100%	Plan pays 80%
Outpatient Professional Services	Plan pays 100%	Plan pays 80%
Infertility Treatment	Covered Services Unlimited	
Prescription Drug Retail Pharmacy Costs (30-day supply) Tier 1 / Tier 2/ Tier 3 Co-pay (Tier 3 Includes Specialty)	\$10/ \$20/ \$40	

Monthly Premium			
Employee Only	Employee + Partner	Employee + Child(ren)	Family
\$100.00	\$220.00	\$220.00	\$325.00

High Deductible Health Plan with Qualified Health Savings Account

If you enroll in the High Deductible Health Plan (HDHP), a health savings account (HSA) will be opened on your behalf through HSA Bank, a partner of Cigna. An HSA is a tax-favored personal savings account that works with your HDHP to pay current or future qualified expenses. Even if you leave Phathom or change medical plans, the money contributed by you and Phathom goes with you. In addition to the contributions by Phathom, you can contribute the difference between what Phathom contributes and the Annual IRS limit through pre-tax payroll deductions.

Cigna HDHP (H.S.A.) Plan	In-Network	Out-of-Network
<i>Plan Deductible (Individual/Family)</i>	<i>Following deductible: \$2,000/\$4,000 Plan pays 100%</i>	<i>Following deductible: \$2,000/\$4,000 Plan pays 80%</i>
<i>Plan Coinsurance</i>	<i>Plan pays 100%</i>	<i>Unlimited</i>
<i>Plan Out-of-Pocket Maximum (Individual/Family)</i>	<i>\$3,600/\$6,000</i>	<i>\$4,000/\$8,000</i>
<i>Primary Care Physician (PCP) / Specialist / Urgent Care / Telehealth Visits</i>	<i>Plan pays 100%</i>	<i>Plan pays 80%</i>
<i>Preventive Care Office Visits & Services</i>	<i>Plan pays 100%</i>	<i>Plan pays 80%</i>
<i>Inpatient Services</i>	<i>Plan pays 100%</i>	<i>Plan pays 80%</i>
<i>Outpatient Professional Services</i>	<i>Plan pays 100%</i>	<i>Plan pays 80%</i>
<i>Infertility Treatment</i>	<i>Covered Services Unlimited</i>	
<i>Prescription Drug Retail Pharmacy Costs (30-day supply) Tier 1 / Tier 2 / Tier 3 Co-pay (Tier 3 Includes Specialty)</i>	<i>\$20/\$30/\$50</i>	

Monthly Premium			
<i>Employee Only</i>	<i>Employee + Partner</i>	<i>Employee + Child(ren)</i>	<i>Family</i>
<i>\$40.00</i>	<i>\$80.00</i>	<i>\$80.00</i>	<i>\$160.00</i>

Dental and Vision Insurance

Dental

Phathom's dental plan is administered by Cigna Dental and offers equal coverages in or out of network. Highlights of the plan include:

Cigna Dental Plan	In-Network
<i>Plan Deductible (Individual/Family)</i>	<i>\$50 / \$150</i>
<i>Preventative Coverage (In & Out of Network)</i>	<i>100%</i>
<i>Annual Cleanings Covered: 4</i>	<i>100% (in and out of network)</i>
<i>Orthodontia Services Coverage - Adult & Child(ren)</i>	<i>60% Cost, Lifetime Max. \$10,000</i>

Monthly Premium			
<i>Employee Only</i>	<i>Employee + Partner</i>	<i>Employee + Child(ren)</i>	<i>Family</i>
<i>\$10.00</i>	<i>\$16.00</i>	<i>\$16.00</i>	<i>\$20.00</i>

Vision

Phathom's vision plan is managed by VSP. Highlights of the plan include:

<i>VSP Direct</i>	<i>In-Network</i>
<i>Exams Frequency</i>	<i>1x Every 12 Months</i>
<i>Lenses / Frames Frequency</i>	<i>1x Every 12 Months</i>
<i>Contacts Frequency (in lieu of glasses)</i>	<i>1x Every 12 Months</i>
<i>Exam & Materials Copay</i>	<i>\$10</i>
<i>Contact and Frames Allowance</i>	<i>\$250</i>

<i>Monthly Premium</i>			
<i>Employee Only</i>	<i>Employee + Partner</i>	<i>Employee + Child(ren)</i>	<i>Family</i>
<i>\$8.50</i>	<i>\$13.50</i>	<i>\$13.50</i>	<i>\$18.50</i>

ADDITIONAL BENEFITS

Family Support Benefits

Phathom is committed to supporting our Phamily. Therefore, we are pleased to offer employees and their families several programs designed to support them throughout the various stages of life.

Paid Parental Leave and Bridge Back Program

Phathom recognizes the importance of spending time with your new child(ren). Our Paid Parental Leave (16 weeks) and Bridge Back program (4 weeks) are designed to help new parents with the transition back to work while adjusting to new routines. *This benefit also applies to adoption, fostering and/or surrogacy.*

Adoption Assistance Program

The adoption assistance program offers financial reimbursement to employees adopting, fostering, and/or going through surrogacy.

Medela

Employees and/or their partners who become pregnant are eligible to receive a personal breast pump kit. Additionally, this benefit offers access to a suite of educational resources to help support you on your new parent journey.

Pacify

Parents have unlimited, 24/7 on-demand access to pediatric nurses (via phone) and lactation and feeding consultants (via phone or live video chat).

Mindful Return

A four-week online course that can be completed at your own pace and is accompanied by an online community for new parents that provides tools to navigate life as a new working parent.

MilkStork Breast Milk Shipping Services

On-the-go storage and shipping of breast milk home for lactating employees.

Care.com

Find trusted caregivers for back-up care of children, seniors, and pets and also gain access to discounts and savings on various goods and services through LifeMart Discounts.

Bright Horizons' College Coach Program

Access to the *College Coach* program with expert counseling, entrance essay review, webinars, on-line learning center and more to help you and your child prepare for and apply to college.

Paid Caregiver Leave

Phathom offers employees 100% of pay for up to six weeks of leave to care for family members or someone within their close social network with a serious health condition.

Pet Insurance

Phathom's voluntary pet benefits offer coverage and everyday savings to help you care for your pet.

Financial Benefits

Phathom 401(k) Plan

Phathom offers a 401(k) savings plan to help employees save for retirement. In addition to employee contributions, Phathom will match 75% of contributions with Phathom stock (PHAT), up to the IRS contribution maximum (2023 IRS maximum: \$22,500); stock vests immediately.

Employee Stock Purchase Plan (ESPP)

Through the ESPP, employees can purchase Phathom stock at a discount of 15% of Fair Market Value.

Flexible Spending Accounts (FSAs)

Phathom offers employees two healthcare-related Flexible Spending Accounts: a Healthcare Flexible Spending Account (FSA) and a Limited FSA. The Healthcare FSA can be used for medical/prescription expenses, dental care, and vision care. The Limited FSA can be used for dental and vision care only, and is available to those enrolled in an HSA. The amount you decide to contribute to the account for the year is deducted from your salary before income taxes.

Dependent Care Spending Account

The Dependent Care Spending Account is intended to be used on expenses that replace your care of loved ones. Money contributed to this pre-tax benefit account can be used to pay for eligible dependent care services for child(ren) under age 13 (including, but not limited to: preschool, summer day camp, before- or after-school programs, and daycare) and daycare for adult dependents.

Save an additional 20% on child care when you use the Kinside portal or mobile app to find daycares and preschools near you.

Commuter Transit Parking Spending Account

Commuter benefits cover commuting to and from the office using mass transit such as subway, bus, train, ferry, vanpool, and parking.

Charityvest

Phathom will match 100% of donations, up to an annual allotment of \$500.

Home and Auto Insurance Assistance

This benefit analyzes your needs for home and auto insurance and then delivers your best options.

Company Discounts Marketplace

Thousands of deals and discounts are available to employees across numerous categories, including restaurants, fitness clubs, and more.

Financial Protections

Group Term Life & AD&D

Phathom provides employees with company-paid Life and Accidental Death & Dismemberment (AD&D) insurance.

Voluntary Life Insurances

Employees also have the option to purchase additional Life and AD&D protection for themselves, their spouse, and dependent children through either voluntary Term Life Insurance, a Whole Life Insurance, or a combination of the two. Our Whole Life Insurance also includes Terminal Illness/Condition & Long-Term Chronic Care Accelerated Riders that can be used while you're still alive.

Income Replacement

Disability Benefits

Phathom offers company-paid Short-Term Disability (STD) and Long-Term Disability (LTD) benefits should you become sick or injured and become unable work.

Critical Illness Benefits

In addition to disability benefits, Phathom provides a company-paid Critical Illness Benefit. This benefit pays out a lump sum if an employee experiences a serious illness such as cancer, a heart attack, or a stroke to help financially support their recovery.

Critical Illness Buy Up Option

Employees can purchase additional Critical Illness Coverage for themselves and family members.

Time Off

Unlimited Time Off

Our work environment is built on a culture of trust and responsibility. Employees have the flexibility to take off the time they need - when they need it - to achieve a better work/life balance

Holidays

Company closures and paid holidays will generally consist of 14 company holidays and a year-end shutdown period observed between Christmas and New Year's Eve. Employees are eligible for holiday pay immediately upon their start date.

Voluntary Options

Voluntary Accident Insurance

Payments for hospital administration and stays, urgent care, and emergency room visits in the event of an accident.

Voluntary Hospital Indemnity

Payments to supplement existing health insurance coverage to help pay for any added expenses that occur as a result of hospitalization.

LegalShield & IDShield

Prepaid legal insurance, credit monitoring protection, and, in the event of identity theft, coverage for costly services to help rectify instances of identity theft.

MENTAL AND PHYSICAL WELL-BEING

Annual Fitness and Wellbeing Reimbursement

Employees can submit for reimbursement up to an annual allotment for fitness and wellbeing-related purchases and memberships.

Employee Assistance Program

Phathom's Employee Assistance Program (EAP) is designed to help you lead a happier and more productive life at home and at work. Administered through Unum, the program offers 24/7 confidential access to a Licensed Professional Counselor who can help you and your family members with stress, depression, anxiety, work conflicts, relationship and parenting issues, child and elder care, debt, credit management and more.

Unmind Health

A mental health platform providing confidential access to tools, training and exercises to support neuroscience, cognitive behavioral therapy, mindfulness and positive psychology.

CancerGuardian

Designed to support prevention and management of cancer. This benefit provides an Enhanced Genetic Screening using a saliva collection kit that is sent to your home, in addition to medical support and counseling if you or a dependent is diagnosed with cancer.