



Work-Life Benefits

Agile Thermal Technologies is committed to providing a comprehensive and competitive package of benefits to all AT² team members. While most companies traditionally view their benefits portfolio only as a tool to attract and retain talent, we believe that we have a tremendous opportunity to enhance the lives of our team members and their families. That is why we are dedicated to providing the type of work environment, and a corresponding set of benefits, that help our team members to prosper and thrive.

Key benefits include:

Competitive Salary – we're willing to pay for talent. That's why, on average, salaries at AT² are among the most competitive in our industry and demographic. We also believe that hard work and sustained performance deserve to be rewarded; team members are eligible for salary increases through an end of year performance review process and any time during the year to recognize superior performance.

Profit Sharing - we believe that all members of the team have the potential to contribute materially to the success of the business and that they should benefit when the company does well. Based upon company and individual performance, team members have an opportunity to receive an end-of-year bonus.

Ownership – as the company succeeds and grows so will the opportunity for team members to earn a stake in the business. Key individuals that make a sustained and compelling contribution to the team even have the opportunity to become partners in the company.

Medical Insurance and Medical Savings Account – AT² provides all eligible team members with a High Deductible Health Plan (HDHP) through Blue Shield that includes medical and dental benefits and may include vision benefits. The Blue Shield plan meets Federal requirements for participation in a Health Saving Account (HSA).

A High Deductible Health Plan with a Health Savings Account provides traditional medical coverage and a tax free way to help you build savings for future medical expenses. The HDHP/HSA gives you greater flexibility and discretion over how you use your health care benefits.

The HDHP features higher annual deductibles (\$3,000 for Self and \$6,000 for Self and Family coverage (preferred providers)) than other traditional health plans. With the exception of preventive care, you must meet the annual deductible before the plan pays benefits.

When you enroll in the HDHP, the health plan will verify that you are eligible for a [Health Savings Account \(HSA\) \(please note that if you are Medicare enrolled, you are not eligible](#)

for an HSA.) The HSA allows you to set aside savings on a tax advantaged basis to pay for future medical costs. You can choose to pay your deductible medical costs with funds from your HSA or pay your deductible out-of-pocket, allowing your savings account to grow tax-free.

The HDHP/HSA plan gives the team member the power to control the cost of their own health care, protects against major medical expenses, and provides a way to save for the future. Best of all, AT² pays for 90% of the cost of the HDHP - the team member pays for the remaining 10%. AT² also contributes 90% of pro-rated annual maximum HSA limit for participating team members (2009 HSA contributions limits are \$3,000 for individuals or \$5,950 for families, plus a \$1000 per year catch-up contribution for participants aged 55+).

Wellness Allowance – AT² provides an allowance of up to \$70 per month for use by the individual team member to pay for or subsidize the cost of a gym membership, participation in a weight control program, or other approved fitness-related expense.

Group Life Insurance – all professional (exempt) employees will be covered by a “key person” life insurance policy that provides a minimum \$100,000 benefit for the team member’s beneficiaries.

Professional Liability Insurance – if you’re a certified professional working on an AT² project, you’ll be covered by our umbrella errors and omissions insurance policy, providing you piece of mind.

401K Retirement Plan – Eligible AT² team members can participate in a safe-harbor 401K retirement plan through ADP. The plan offers a wide variety of investment options including actively and passively managed index, sector, and mutual funds as well as bond funds and other common investment vehicles. AT² provides a non-elective contribution of three percent (3%) of the team member’s annual salary to the team member’s 401K account.

Professional Certification Reimbursement – We are committed to investing in our team members. AT² will reimburse up to \$5,000 per year, after the first full year of employment, in costs associated with obtaining or retaining a professional certification that is directly associated with or enhances performance of a team member’s job responsibilities.

Time Off – AT² believes that time off is critical for the long term success of the individual team member and of the team. Accordingly, AT² provides new team members with up to 28 days of total time off in their first year with the company.

Holidays – AT² provides 13 holidays per year – ten standard Federal holidays as well as three floating holidays, which are typically designated by the company to extend the Independence Day, Thanksgiving Day and Christmas Day vacations.

Sick Days – AT² provides five days per year for team members to rest and recover from personal illness or to help an immediate family member through an illness. To encourage staff members to utilize these days when they are ill (instead of coming into the office sick), sick days do not accrue at the end of the year. However, unused sick days will convert to accruable vacation days at year’s end at a ratio of two unused sick days to one vacation day.

Vacation Days – starting team members earn ten vacation days over their first year. Team members are allotted an additional vacation day for each year of completed employment to a maximum of twenty days of total annual vacation. Unused vacation days can be accrued to a maximum of two times the annual vacation allotment for that team member.

Comp Days – we recognize that the demands of the business occasionally require team members to work on holidays or weekends. If you work six or more hours over a holiday or weekend, your supervisor can approve a compensatory or “comp” day-off. Comp days should be taken at the next available opportunity (typically within three months) as mutually agreed to with your supervisor.

Leave of Absence/Sabbaticals – team members who wish to take a longer term break from their job to conduct research, training, or even extended travel, can apply to take a formal Leave of Absence. Please contact the General Manager for more information if you are interested in taking a leave of absence.

Flex Schedules – AT² understands that not everyone wants to start and end work at the same time of day every day. Team members are encouraged to speak with their supervisor to adjust the hours of their work day to better meet both the individual’s and the team’s needs.