

# 2024 BENEFITS SUMMARY

## FULL-TIME EMPLOYEES

2023-2024 PLAN YEAR: DECEMBER 1 - NOVEMBER 30

### OUR PHILOSOPHY

Each of our 100+ team members are passionate, curious, life-long learners. We value humility, servant-leadership, teamwork, and integrity. We seek to serve our clients and our teammates to the best of our abilities.

As data science consultants, we have the opportunity to work in many fields, ranging from Defense and Intelligence, healthcare and finance, to energy, public policy and law enforcement. Join our team and find great opportunities to hone your analytic skills, work on complex problems with amazing teammates, and gain valuable analytics consulting experience.

### HYBRID WORK MODEL

To take advantage of the best of both worlds, we blend the flexibility of remote work and the value of in-person collaboration with our hybrid work model. Work-life balance is not just a statement for us, our business unit leaders make it a priority to help ensure a healthy balance is being achieved by all team members.

### CONTINUOUS LEARNING

We host weekly company-wide Tech Talks, local office Fireside Chats, and have ongoing professional development opportunities through several web based learning tools.

**Added bonus:** we own [Statistics.com](https://www.statistics.com) and offer free tuition to all employees.

### INSURANCE

We are pleased to provide you with a wide range of competitive benefits that are a vital part of your total compensation. You have the flexibility to select the health plans that best meet your needs, and elect additional benefits to protect your income, build financial security, and balance your work and personal life.

#### MEDICAL:

Medical plans are offered through Anthem. Choose from two plan options for you and your family.

#### HEALTH SAVINGS ACCOUNT (HSA):

Put aside pre-tax dollars for qualifying medical expenses.

#### DENTAL:

Take advantage of comprehensive dental benefits through the Principal voluntary dental plan. Two tiers of coverage are available.

#### VISION:

Take advantage of comprehensive vision benefits through the Principal voluntary vision plan.

#### GROUP LIFE AND AD&D:

\$50,000 of life insurance coverage and AD&D coverage for you are provided.

#### VOLUNTARY LIFE AND AD&D:

You have the option to purchase additional life insurance, for your spouse/partner, and dependents, which can provide your family with a greater level of financial security.

#### SHORT-TERM DISABILITY:

Short-term disability is an employer paid benefit that can provide income replacement for up to 12 weeks.

#### LONG-TERM DISABILITY:

Long-Term Disability is an employer paid benefit that can provide income replacement after short-term disability has been exhausted.

### OUR EMPLOYEES ARE OUR CORE COMPANY ASSET!

#### TIME OFF

On top of accrued vacation/sick leave, we provide 11 paid holidays plus an extra day to use in the month of your birthday.

Other types of leave include:

- Jury Duty
- Military leave
- Bereavement
- Maternity/Paternity/Adoption
- Volunteer / Missions

#### SABBATICAL LEAVE

To reward and refresh you for years of service, we offer paid sabbaticals with expense reimbursements of up to \$12,000.

#### FITNESS BONUS

We want you to be healthy and happy, so we reimburse you up to \$900 a year on memberships and/or expenses that enable exercise.

#### EMPLOYEE REFERRAL BONUS

We reward employees and alumni up to \$10,000 when a referred candidate is hired.

#### OFFICE LOCATIONS

Charlottesville, VA | Baltimore, MD  
Raleigh, NC | Washington, DC



[elderresearch.com](https://elderresearch.com)



[contact@elderresearch.com](mailto:contact@elderresearch.com)



434.973.7673

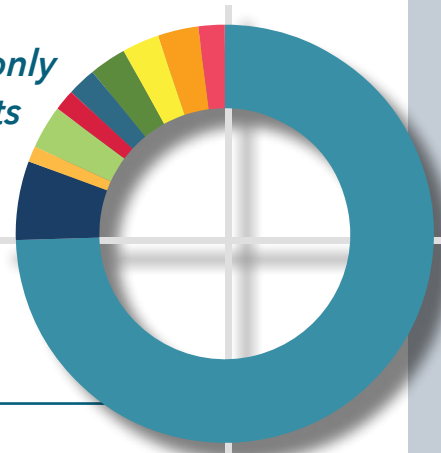


**ELDER RESEARCH**

— DATA SCIENCE · AI · MACHINE LEARNING —

*"A team members salary is only about 75% of their benefits package. We believe in taking care of our team's professional, physical, and mental health."*

– Gerhard Pilcher, CEO



## RETIREMENT

### 401K

After completing 3 full months of service, employees are eligible for our [Fidelity 401K](#) plan with the following features:

- Traditional (Pre-tax) and Roth (Post-Tax) 401(k) salary deferrals up to a maximum of \$23,000. Employees age 50 and older can contribute an additional catch-up contribution of \$7,500 for 2024.
- Elder contributes an additional 3% of your salary.
- The ability to choose from among 30+ low-cost funds in our core plan or open a self-directed brokerage account with expanded investment options
- There are other positive features of the plan, which include the ability to borrow against your savings for particular needs.
- Employees have access to the Elder financial advisor to help you with management of your 401K account.

### ESOP

Elder has an employee stock ownership plan (ESOP) to share ownership of the company, reward employees by sharing Elder profits, and foster a valuable ownership culture. Each year, Elder allocates Elder stock (tax-deferred) to eligible employees. Employees benefit from increases in the stock price, contributions to the plan and dividends.

Your ownership of the ESOP stock (your "vesting") grows with time -- rewarding years of service. Each full calendar year you are employed (and work > 1,000 hours), Elder contributes to your account. Also, each such year, your vesting level increases. After 2 vesting years you will be 20% vested, and each additional vesting year increases your share by 20%, towards 100%.

Elder stock is priced by an outside accounting firm each year to reflect the company's value, and upon your retirement or departure, Elder ESOP assets may be rolled over into an IRA or other retirement account.

## PROFESSIONAL GROWTH

- Merit Increases and Spot Bonus Awards
- Annual Compensation Reviews
- Performance Engagement Process
- Fireside Chats
- Tech Talks every Friday
- Conferences & Seminars
- Access to Premium Learning Vendors
- Internal/External Trainings
- Redeployment Opportunities
- Leadership/Management Development Programs

## QUALITY OF WORK / LIFE

- Our **SERVE** model is core to our company culture and having a balance in our employees daily lives is critical.
- We make time to allow for life-long learning during your normal work week!
- Open Door Forum to Leadership
- Diversity and Inclusion Culture
- Thought Leadership and Development Culture
- Wellness Program including Financial Wellness
- Social Events/Employee Engagement Activities
- Employee Focus Groups

## ABOUT ELDER RESEARCH

Elder Research is a recognized leader in the science, practice, and technology of advanced analytics. We have helped government agencies and Fortune Global 500® companies solve real-world problems across diverse industries. Our areas of expertise include: data science, text mining, data visualization, scientific software engineering, and technical training. With experience in diverse projects and algorithms, advanced validation techniques, and innovative model combination methods (ensembles), Elder Research can maximize project success to ensure a continued return on analytics investment.

### OFFICE LOCATIONS

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