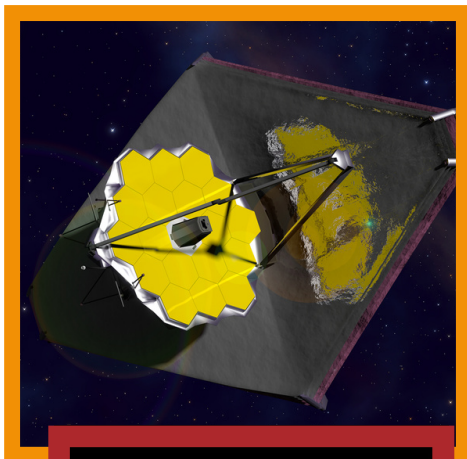




METIS

Benefits Summary



As a company working on some of the most significant and important space and aeronautics projects to ever be undertaken, Metis' corporate philosophy is fundamentally *forward-thinking*. Innovation drives not only how we approach our integral support of missions like the **James Webb Space Telescope**, the **Artemis program**, and **Independent Verification and Validation** of mission-critical NASA software, but also the support we provide our employees through our extensive benefits package. When developing and evaluating our benefits package, Metis is highly cognizant of the individuality of each employee. Whether it's their **Wellness, Security, Growth, Purpose** or sense of **Community**, we strive to address all of our employees' needs through our innovative, individual-focused benefits designed to suit a diverse workforce.

Wellness



Organizational consistency depends on motivated and healthy employees. Central to the benefits Metis provides to employees are programs designed to ensure their wellness, no matter how particular their needs may be.

Metis believes there is no viable one-size-fits-all approach to healthcare. Your healthcare needs might be dramatically different from those of your colleagues. We have developed an inclusive approach that provides the individual with the ability to choose the healthcare options that best suit their needs. These options are also subsidized by Metis to ensure the best possible care at the best possible value for employees.



Find Your Work/Life Balance

- ✓ 10 or 11 paid holidays a year
- ✓ 15 to 25 days PTO a year
- ✓ On certain contracts, alternating Fridays off

Take An Active Role In Your Healthcare

- ✓ Healthcare through a national carrier with extensive network coverage
- ✓ Three available healthcare plans to choose from to best suit your needs
- ✓ Optional Vision and Dental coverage
- ✓ Available tax-advantaged Health Savings Account and Flexible Spending Account

Though Metis employees find meaning and fulfillment in their work, we recognize a career is but one part of our employees' larger life. We encourage a healthy work/life balance by providing employees with a generous amount of **Paid Time Off**. Depending on employee seniority and contract, Metis provides **25** to **36** paid days off per year between holidays and PTO. For PTO, seniority is calculated based on time spent with Metis or on a contract that Metis has assumed responsibilities on. When applicable, Metis also provides **paid sick, bereavement, and jury duty leave**.

Life can change when we least expect it. Metis appreciates this fact of life and provides our employees with tools necessary to overcome many of life's challenges, whether large or small, by planning ahead or as they arise.

Planning For The Future

Metis wants our employees to have confidence when planning for whatever the future may bring. For long-term planning and life after work, Metis provides the option for employees to contribute to a **Traditional** or **Roth 401(k)** retirement plan, with immediate vesting and highly competitive contribution matching. For near-term support, Metis offers a free **24-hour employee assistance service** which provides confidential assistance for a range of financial, legal, and personal concerns.

Preparing For The Unexpected

In addition to health insurance, Metis provides several free and optional insurance plans to help our employees feel protected against all potentialities. This includes **Life, Disability, and Accidental Death** insurance coverages at no cost; **supplemental life insurance** purchased at the discretion of the employee; optional **critical illness and cancer insurance; accident insurance**; and an optional **Identity Theft Protection Plan**. All of these plans can also be extended to cover employees' spouses and children.

Holistic Benefits

- ▶ Free Life Insurance
- ▶ Free Disability Insurance
- ▶ Free Financial Planning*
- ▶ Free Legal Resources*
- ▶ Free Child Care Referrals*
- ▶ Free Anxiety Management*
- ▶ Free Confidential Counseling*
- ▶ Tax-free Commuter Benefits

*All available 24 hours a day



The continued personal growth and professional development of our employees makes Metis a better company. At Metis, we offer numerous avenues to encourage growth.

Funding Your Education

Metis encourages employees to continue their education and supports them during the process with our **Tuition Reimbursement Program**. Through the program, employees are provided with an annual allowance that can be applied to the costs of taking undergraduate and graduate courses, as well as obtaining professional certifications. Metis also offers monthly contributions to employee **student loan payments**.

"The Metis Tuition Reimbursement Program has helped me repay my personal expenses while continuing my education to improve my skills as a Senior Software Engineer. My degree provides valuable insight and skills in support of the software, security, and operational procedures required of my roles and responsibilities. The program I chose emphasizes the application of Cyber Security principles to IT procedures."

– John M., Deep Space Network

Establishing Yourself

Metis helps our employees position themselves as leaders in their fields by paying for technical **society memberships**, funding travel to attend and present at **conferences** and **symposia**, and providing monetary awards for **paper publications**.



Expanding Your Knowledge

In addition to opportunities to pursue further formal education, Metis also provides employees with free subscriptions to online learning programs like **Udemy** and **Coursera**.

Purpose



Metis strongly believes in delivering a benefits package that goes beyond what is expected in our industry--one that has a meaningful impact on our employees. Through several programs, we actively seek opportunities to empower our employees for activities done on and off the worksite.

Our employees' values are part of what make them unique. At Metis, employees are hired not simply based on technical ability or professional experiences but also because of the people that they are and the character that they have. By offering **Volunteer Time Off**, we encourage employees to reinforce their personal values by supporting the causes that matter most to them with the added benefit that it can happen on company time. Following approval, employees can charge time while making a difference in their communities with a philanthropic activity that matters to them.

Making A Difference

By working on some of the highest-profile NASA and DoD missions, Metis employees are uniquely positioned to make lasting contributions through their jobs to their local, national, and international communities. Sometimes these opportunities extend past typical job requirements. In November 2021, a Metis Network Operations Analyst, Hunter L., working on the Jet Propulsion Laboratory's Deep Space Network volunteered to go beyond their responsibilities and helped to facilitate a Make-A-Wish experience for a special visitor to a DSN facility. Following a tour, Hunter L. guided the visitor through the process of positioning the Chandra X-ray Space Telescope so it could begin capturing images of uncharted space, an experience few astronomers ever get to participate in.



Metis proactively seeks opportunities to recognize the exemplary work of our employees through our robust employee recognition program. Awards include: **Annual Titan Awards**; **Quarterly Peer Awards**; and spot **Star Awards**. Each award comes with a monetary gift and recognition in corporate publications.

Community METIS

Metis employees live and work at locations around the country. Though some companies see a dispersed workforce as a challenge, Metis uses it as motivation to work hard to engender a sense of community for employees both within the company and the regions where they work.

It's a common occurrence for Metis employees to receive a care package with company **SWAG** in the mail, an email notifying them of a **gift** celebrating the holidays or offering **assistance** during a challenging time, or an invitation to **lunch, dinner**, or a **virtual event** with their program manager or a visiting executive.

Community Outreach

To help support the communities that provide us with our place of work, Metis contributes to numerous charitable causes. These include:

- ★ *Funding Scholarships for Women in STEM at the University of New Mexico*
- ★ *Contributions to local Girl Scouts of America troops*
- ★ *Donations to California, Virginia, and New Mexico foodbanks*
- ★ *Gifts to the New Mexico State University Young Women in Computing program*



Ultimately, Metis provides employee benefits, but individual employees at all levels of the company have a role in shaping them. Metis seriously evaluates and considers the feedback we receive about benefits and company culture through our **annual employee survey** to help make them even better and in line with our employees' needs.

