



## 2026 Employee Benefit Programs

As an employee of C-Path your personal health and wellbeing is important to our success. Accordingly, we want you to be at your best by providing a comprehensive, supportive, and robust benefits package. Critical Path Institute has you covered! Full-time employees (and their eligible spouse, dependents, or domestic partner) working a minimum of 20 hours per week eligible to participate in C-Path’s benefits.

Cost Per Pay Period (24 Pay Periods)				
Employee Medical Plans	Employee Only	EE + Spouse	EE + Children	EE + Family
Blue Cross Blue Shield of AZ HDHP \$3,400/\$6,800	\$41.40	\$136.61	\$117.98	\$198.71
Blue Cross Blue Shield of AZ HDHP \$5,000/\$10,000	\$0.00	\$123.05	\$106.27	\$178.98
Blue Cross Blue Shield of AZ PPO \$4,000/\$8,000	\$44.26	\$194.72	\$168.17	\$283.23
Dental Plan – Delta Dental of Arizona	\$3.82	\$23.38	\$30.75	\$47.52
Vision Plan - EyeMed	\$0.00	\$2.83	\$3.14	\$6.09
Life and AD&D Insurance	C-Path paid benefit – 2x base annual salary (30+ hours/week)			
Short Term Disability	C-Path paid benefit - 66.7% of Base Pay for Up to 13 Weeks (30+ hours/week)			
Long Term Disability	C-Path paid benefit - 66.7% of Base Pay after 13 Weeks elimination period (30+ hours/week)			
Voluntary Supplemental Life and AD&D	Supplemental health coverage available at employee cost			
Aflac Supplemental Insurance	Critical Illness, Hospital Protection, and Accident plans at employee cost			
Flexible Spending Accounts (FSAs)  Navia <a href="http://www.navia.com">www.navia.com</a> (800) 699-3539	A Flexible Spending Account allows you to use pre-tax dollars to cover eligible healthcare, dependent care, and transit/parking expenses. There are three different types of FSAs that can help reduce your taxable income when paying for eligible expenses for yourself, your spouse, and any eligible dependents. 2026 maximum contributions: Healthcare or Limited Purpose \$3,400; Dependent Care \$7,500.			
Health Savings Accounts (HSA)  Navia <a href="http://www.navia.com">www.navia.com</a> (800) 699-3539	A Health Savings Account is a tax-advantaged medical savings account available to employees enrolled in the HDHP. The tax-free savings may be used to pay for qualifying healthcare expenses. 2026 maximum contributions are: \$4,400 for individual coverage, \$8,750 for employee and dependent coverage and \$1,000 catch up extension for employees age 55 and older.			
403(b) Retirement Plan  Ascensus Participant Help Desk (866) 809-8143	On the first of the month following 30 days of employment employees may contribute up to the following annual maximums: \$24,500   \$32,500 ages 50-59   \$35,750 ages 60-63. Plan includes a 5% company matching contribution and a 3% Annual “Safe Harbor” non-elective company contribution. All contributions are immediately 100% vested.			
CuraLinc Employee Assistance Program  <a href="http://www.Supportlinc.com">www.Supportlinc.com</a> or use mobile application to access support tools	A free and confidential support program to help you and your family balance work and family life - SupportLinc offers expert guidance, personalized coaching, on demand training and issue specific counseling support to address and resolve a myriad of everyday issues and mental health challenges through In-Person, Web, Phone and Text based in the moment assistance.			
Identify Theft Protection - Norton LifeLock	C-Path paid benefit for employee only. Additional family coverage at employee cost.			
Pet Insurance - Nationwide	Pet insurance coverage at employee cost			
Paid Time Off Benefits	Full-time employees accrue 6.67 hours of PTO each pay period, with a maximum accrual of 160 hours (20 days). Employees working less than 40 hours per week accrue PTO at a pro-rated amount.			
C-Path Holidays	C-Path recognizes 9 holidays in 2026, including an extended holiday break at the end of the year for a total of 16 days of paid holiday time.			