

Benefits

One of the core beliefs of raSmith has been that the benefits we offer should be meaningful to our employees. We are proud that we consistently offer a benefits package that costs less and provides better value than those of other firms. raSmith offers a comprehensive suite of benefits to eligible employees to promote health and financial security for you and your family. raSmith provides online tools and information to help you make educated decisions about your health and benefits, plus financial incentives for making healthy choices.

HEALTH INSURANCE

We offer three medical plans with three levels of coverage from UMR, a subsidiary of United Healthcare. Cover yourself, yourself and a spouse/domestic partner/child, or your entire family. Pick the plan and level that's best for you and your needs. Monthly premiums are outlined below. If you choose not to participate in a medical plan, you will be reimbursed up to \$1,500 annually.

Coverage Level	Red Plan (PPO)	White Plan (PPO)	Blue Plan (HDHP)
Employee	\$85.52	FREE	\$23.67
EE + 1	\$179.56	FREE	\$49.68
Family	\$265.08	FREE	\$73.35

TELADOC

Employees on all three medical plans have access to 24/7 Telemedicine, a service offered through Teladoc that connects you with urgent care for non-emergency illnesses at any time using a phone, computer or mobile device. The fee is up to \$45, a lower cost than a traditional Dr. visit.

DENTAL/VISION INSURANCE

We partner with Delta Dental and EyeMed to provide comprehensive and affordable dental and vision insurance plans with three levels of coverage for yourself, yourself and a spouse/domestic partner/child, or your entire family. Pick the level that's best for you and your needs. Monthly premiums are outlined below:

Coverage Level	Dental	Vision
Employee	\$6.25	\$6.16
EE + 1	\$18.00	\$11.72
Family	\$18.00	\$18.38

FSA AND HSA SAVINGS ACCOUNT OPTIONS

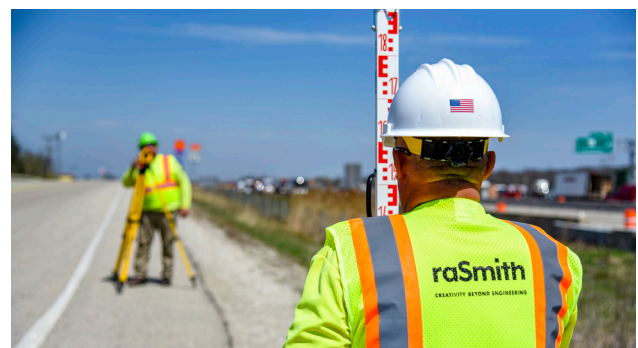
If you take medical insurance with raSmith, you can also choose to participate in savings account options that allow you to put aside money before taxes to use later for medical expenses. We offer both medical and dependent care flexible spending accounts. If you choose our Blue plan, you can contribute pretax funds to a health savings account.

WELLNESS INITIATIVES

At raSmith, we care about the wellbeing of our employees. Our wellness program encourages employees to participate in activities throughout the year to achieve health goals. Participation is optional, but you will have an opportunity to qualify for monthly discounts on health insurance premiums.

COMPENSATION

We offer competitive compensation at raSmith including a year-end profit sharing bonus based on Company performance. In addition, billable salaried employees receive additional straight time pay for billable hours over 40 hours in a week. Employees are paid biweekly.



401(K) WITH COMPANY MATCH

The raSmith 401(k) Retirement Savings Plan offers an easy way to save for your future through payroll deductions.

Participation begins with the first paycheck. After six months of employment, eligible employees receive a 50% company match on the first eight percent of wages. These funds are vested after three years (with a minimum of 1,000 hours worked per year) of employment.

PROFESSIONAL DEVELOPMENT

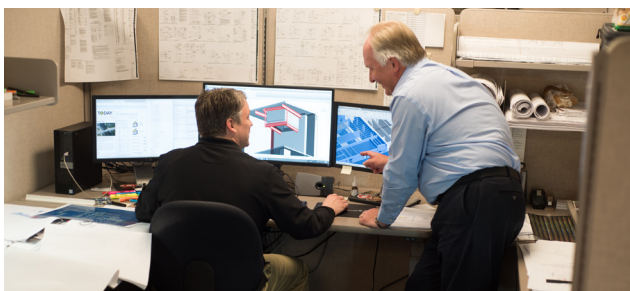
raSmith understands the value of continuing career development and growth. Engaged and highly skilled employees help build a more effective, competitive firm. We offer the following options and programs to employees:

- Paid membership dues to a professional organization
- Paid licensing exam/prep course for professional certification
- Tuition reimbursement program
- Paid webinars, seminars and conferences for skill advancement
- Young Professionals Group
- Associate Program
- AutoCad user group meetings
- Dual engineering career paths

LIFE ASSISTANCE PROGRAM

If you find yourself in need of some professional support to deal with personal, work, financial, or family issues, Cigna's Life Assistance Program can help.

You and your household members can benefit from the Life Assistance Program.



SHORT - AND LONG-TERM DISABILITY

Disability insurance provides income replacement should you become disabled and are unable to work due to a non-work-related illness or injury. raSmith provides eligible employees with disability income benefits at no cost.

LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Life insurance is an important part of your financial security, especially if you support a family. raSmith provides basic life and AD&D coverage to all eligible employees at no cost. Additional coverage is available at an employee cost, if desired.

WORK/LIFE BALANCE

The firm recognizes the importance of work/life balance and spending time with family. To facilitate this balance, the following paid time off and scheduling options are available:

- PTO (Paid Time Off): based on years of service and scheduled hours per week
- 6 scheduled holidays per year plus one floating holiday
- Flex/alternative work schedule may be accommodated



ADDITIONAL BENEFITS

Our dress policy is business casual with jeans allowed and casual Fridays. We offer a variety of additional, non-traditional benefits such as Legal Shield and Identity Shield insurance and a corporate wear reimbursement program. We also offer the opportunity to participate in company sponsored sporting leagues, social events, wellness initiatives and biannual company-wide meetings.