

# 2026 BENEFITS PROGRAM

Carollo Engineers wants our employees and their families to be happy, healthy, and secure. That's why we provide a comprehensive and competitive benefits program that empowers our employees to reach their wellbeing goals, with Carollo covering the majority of premium costs. Here's a quick snapshot of what's available to our employees:

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## MEDICAL PLANS

Carollo's plans include comprehensive health and prescription drug coverage to support employee's and their family's health needs.

## DENTAL PLAN

Our dental plan includes options for employees to see the dentist of their choice and covers annual cleanings, basic and major services and orthodontia for both children and adults.

## VISION PLANS

Our vision plans offer coverage for annual exams, basic lenses, frames and contact lenses.

## FSA's

Our health care and dependent care flexible spending accounts (FSA's) allow employees to set aside pre-tax funds to help cover qualified health and dependent care out of pocket expenses.

## HSA

The Health Savings Account (HSA) allows employees to set aside pre-tax funds for reimbursement of qualified health care expenses.

## LIFE AND AD&D INSURANCE

We offer company paid life and AD&D insurance as well as supplemental voluntary life options that help you maintain financial security.

## 401K MATCH

Carollo's 401k plan includes an employer match to help employees build toward their retirement goals.

## THE CAROLLO STUDENT LOAN 401K MATCH

The Carollo Student Loan 401k Match program provides eligible employees who are participating below the full Carollo 401k match because of student loan payments the ability to earn a higher portion of the match.

## TUITION REIMBURSEMENT

Financial assistance for courses related to your work may be reimbursed by Carollo.

## PROFESSIONAL REGISTRATION

We will reimburse you for the cost of preparatory classes and training materials upon registration. Upon passing the PE exam, you will receive a bonus, as well as reimbursement.

## LIFESTYLE SPENDING ACCOUNT (LSA)

The LSA provides benefit-eligible employees with company-funded reimbursement for a variety of wellness-related expenses, including fitness memberships, tracking devices, sports fees, and athletic wear.

## COMMUTER BENEFIT

This benefit allows employees to set aside funds each pay period on a pre-tax basis for qualified, work-related transit/commute costs and/or parking expenses.

## PAID TIME OFF (PTO) AND HOLIDAYS

Carollo offers paid holidays and PTO to support employees in taking necessary time away for personal matters, health, and wellbeing.

## PAID PARENTAL LEAVE

Paid Parental Leave is available following the birth of a child or the placement of a child in connection with adoption or foster care.

## CAREGIVER SUPPORT

Employees receive free access to licensed Care Coaches who provide guidance and support for caring for themselves or loved ones.

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

To support employees through life's challenges, Carollo offers a no-cost EAP that provides counseling and access to professionals who can help locate childcare, pet care, and legal resources.

## LEAVES OF ABSENCE (LOA)

Carollo provides leaves of absence to support employees during qualifying personal, medical, and military circumstances.

## DISABILITY INSURANCE

Our company-paid short-and long-term disability coverage pays employees a percentage of their income should they need to take time off due to a serious illness.