

US Benefits Overview



CyberPoint offers benefit options to provide for the well-being of all our employees and their families.

It's our goal to provide a comprehensive, yet cost-effective benefits package for everyone we work with.

Health Benefits

CyberPoint provides all full-time employees with the opportunity to enroll in medical, dental and vision insurance at no cost. Eligible employees may purchase a medical buy-up option, which provides access to a larger network of providers across the nation. Each line of coverage provides access to a rich benefit design for both employees and their covered dependents.

Flexible Spending Accounts

CyberPoint offers all full-time employees with the ability to establish both a Medical and/or Dependent Care Flexible Spending Account (FSA). This benefit allows eligible employees to contribute to the account(s) through payroll deductions on a pre-tax basis, thus reducing their taxable income.

Incentive Compensation Plan

As a privately held company, CyberPoint realizes that its success is attributable to its employees' hard work and dedication. We offer a three-tiered incentive program that includes profit sharing, performance bonuses, and Unit Appreciation Rights (UARs). Discretionary profit sharing is provided annually in two ways: as an employer 401(k) contribution, and as a bonus. Employees may elect to contribute the bonus portion of the profit sharing program to 401(k). UARs are annual awards that, upon an IPO settlement, entitles the participant to receive the excess of the fair market value of a unit on the settlement date over the base price established for the unit appreciation right.

Identity Theft Protection

CyberPoint offers comprehensive identity theft protection to help safeguard employees' finances, credit and good name. This plan uses innovative monitoring technology and alert tools to help proactively safeguard employees' credit and finances. We provide employee level protection at no cost to employees, and offer discounts for the addition of family members and/or for higher levels of protection.

Retirement

CyberPoint provides all employees with a 401(k) retirement plan, containing a broad selection of investment choices, as well as the provisions to direct contributions to either a 401(k), a Roth 401(k), or a combination of both.

The Company makes an employer Safe Harbor contribution into employee 401(k) accounts on a quarterly basis and targets an additional discretionary contribution annually. Employees are not required to make individual contributions in order to be eligible for this benefit. Employees are immediately vested in employer contributions.

Education & Training

CyberPoint is committed to life-long learning. CyberPoint offers employees the choice between two programs: the Formal Degree Program or the Professional Training Program. The Formal Degree Program is for full-time employees seeking to complete their Associate's, Bachelor's, Master's, or Doctorate degree. The Professional Training Program is for full-time employees seeking to continue their training through certification programs, conferences, and other continued education.

Professional Development Allowance (PDA)

CyberPoint provides full-time employees with a Professional Development Allowance (PDA) per year allowing each full-time employee to enhance his or her professional environment. A PDA may be used to purchase items such as books, computers, cell phones, noise-cancelling headphones, professional society membership fees, etc.

Paid Time Off (PTO)

CyberPoint recognizes that each full-time employee has different vacation, holiday, and illness leave needs. Balancing work and life is one of our most important beliefs. We offer all employees a generous leave package to facilitate leading an enriched life outside of work. Full-time employees at CyberPoint start at 6 weeks of PTO. Employees can maintain a PTO balance of up to one times their annual accrual level; unused PTO is not forfeited each year.

Disability Benefits

We value the well-being of our employees and think providing income security through times of personal injury or illness is critical to any benefit package. CyberPoint provides full-time employees both Short and Long Term Disability Insurance at no cost.

Life Insurance & Accidental Death & Dismemberment Benefits

CyberPoint provides all full-time employees Life and Accidental Death & Dismemberment (AD&D) Insurance at no cost. Eligible employees have the opportunity to enroll in additional Voluntary Life Insurance covering themselves and their dependents.

Employee Assistance Program

CyberPoint provides all full-time employees access to our confidential Employee Assistance Program (EAP) at no cost. This benefit provides guidance on personal issues employees and their families may be facing.

Employee Referral Program

CyberPoint encourages its employees to assist in the recruitment of highly qualified professionals. Employees referring a full-time professional that is subsequently hired will be eligible to receive a bonus. Bonus amounts are based on the criticality of each position filled.

Business Development Plan

CyberPoint encourages and rewards employees who create new business opportunities by offering a Business Development Plan (BDP) bonus. Employees who develop and execute a successful BDP with their manager are eligible to receive a percentage of the revenue captured over the first 12 months of the new business endeavor.

Perks & Entertainment Benefits

CyberPoint offers many other entertainment benefits including the following:

- Free Premium Tickets to Orioles Games
- Free Premium Tickets to The Hippodrome
- Free Tickets to the Baltimore Symphony Orchestra
- Corporate Membership at the National Aquarium in Baltimore
- Corporate Membership at the Maryland Science Center
- Corporate Membership at the Maryland Zoo in Baltimore
- 40% discount on membership fees at the MAC for employees and discounted fees for spouses and children ages 16 and older
- Free downtown parking

Pay

Employees at CyberPoint are paid semi-monthly, the 10th and 25th of every month.



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