Medical Insurance
Apta Health (Aetna network)
POS/HDHP/HSA
or Kaiser HMO

Dental Insurance
Guardian
In network max $3,250 per year

Vision Insurance
Guardian (VSP network)
Base and buy-up plans available

Life Insurance
Lincoln
Basic is 2X annual salary

Accidental Death & Dismemberment
Lincoln

Short- & Long-Term Disability
Lincoln

Employee Assistance Program (EAP)
Lincoln

A10 Stock
A10 stock is traded on the NYSE under ATEN and E*TRADE is our captive broker:

New Hire Stock – New hires are offered restricted stock units (RSUs). Each restricted stock unit granted represents the right to receive one share of ATEN stock upon vesting.

ATEN’s RSUs vest 25% per year over a 4-year period with each vest occurring on the anniversary of your vest base date.

ATEN’s RSUs are granted at no cost to the participant at date of grant and a portion of the shares are sold at vest to cover any tax obligation associated with the vesting of shares.

Employee Stock Purchase Program (ESPP)
Eligible employees will have the opportunity to voluntarily enroll in the ESPP and purchase shares of ATEN stock at a discount. You may contribute up to 10% of your base salary through payroll deductions.

Open enrollment periods occur in May and November. The open enrollment announcement and additional information about the ESPP will be provided by Stock Administration.

Flexible Spending Account Plan
Payroll deductions/Navia Benefit Solutions

Commuter Incentive Plan
Public transportation and parking - pre-tax

Paid Time Off (PTO)
Exempt: Flexible time off (FTO)
Non-Exempt: Paid time off (PTO) 15 days / year

Holidays
11 scheduled per year

Voluntary
(Available for purchase)

Additional Life Insurance
Over the 2X annual salary

Legal Shield/ID Shield
Legal assistance and identity theft protection

401(k) Plan Highlights

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<tr>
<th>Eligibility</th>
<th>First of the month following date of hire</th>
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<tr>
<td>Deferral types</td>
<td>Pretax</td>
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<tr>
<td>Automatic enrollment</td>
<td>New hires are automatically enrolled at 3% unless you opt out within 30 days</td>
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<tr>
<td>Deferral limits</td>
<td>1% - 75% of each paycheck</td>
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<td>Rollovers</td>
<td>Allowed</td>
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<tr>
<td>Employer Match</td>
<td>50% up to 6% for a max of $5,000 - 4 year vest</td>
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