

Benefits

DAVA Oncology provides a comprehensive suite of benefits for its employees.

Health Benefit and Insurance Plan Options

- Dava offers a flexible benefits menu and provides a fixed benefits allowance per employee towards health benefits, lowering each employee's out-of-pocket premium costs
 - Medical Coverage is provided through Aetna. Four plans are available, to include Choice POS, HMO Open Access and High deductible Health Plans combined with a Health Savings account
 - Dental coverage: Guardian
 - Vision coverage: Vision Service Plan (VSP)
 - Employer Paid Basic Life Insurance/ Accidental Death & Personal Loss (AD&PL)
 - Company provides \$10,000 of coverage
 - Voluntary Life with the option of adding Voluntary Accidental Death & Dismemberment (AD&D)
 - Employee can purchase through Marsh Worksite Solutions
 - Short-term disability
 - Employee can purchase through Marsh Worksite Solutions
 - Employer Paid Long-term disability – Benefits begin after 26 weeks of disability and continue for up to 2 years or until maximum benefit allowance is reached
 - Flexible spending accounts (FSAs) for Health and Dependent Care (*pre-taxed dollars*)



Year	Contribution Limit (Health)	Contribution Limit (Dependent – Highly Compensated Employee & Married, Filing Single)	Contribution Limit (Dependent - General)
2011	\$3,500	\$2,000 - \$2,500	\$5,000

- Health Savings account (*pre-taxed dollars*)

Year	Contribution Limit (Single)	Contribution Limit (Family)	Catch-Up Contribution (55+) (Single and Family)
2011	\$3,050	\$6,150	\$1,000

Retirement Plan Options

- Employees are eligible to participate in DAVA's 401(k) plan following three (3) months of employment
- The maximum deferral amount is currently set by the IRS at \$16,500 for 2011 with the catch-up contribution at \$5,500 (50 and older)
- Dava also provides employer contribution matching (Currently at 4% of the employee base salary) and an immediate vesting schedule

Paid Time Off

- 0-4 years employment: Fifteen (15) days of paid time off (PTO) per year
- 5+ years employment: Twenty (20) days of paid time off (PTO) per year
- Available for use immediately upon accrual
- Carryover allowance of five (5) days

Employee Assistance Program (EAP)

- A confidentiality third-party counseling service is available that assists employees and their families assistance with Stress, Anxiety, Depression, Grief, ADD/ADHD, Eating Disorders, Financial issues, Family Issues, Alcohol and Substance Abuse Issues, Relationship Issues, Financial or Legal Counseling

Employee Personal Discounts

- Program offers discounts from brand name retailers
- Employees leverage ADP's buying power to save money and time
- Discounts also available for your business needs
- Real Estate & Financial Services

***All benefits listed above are current as of Wednesday, June 29, 2011 and are subject to change.**