

Veridian Homes values its employees and their health and wellness. We have created a comprehensive benefits program to provide our employees with economic and personal security, and to do so in a fair and consistent manner. And we continuously reevaluate our benefits program to ensure our employees' needs are covered.

Benefit highlights include:

- **Health and Dental**
Group Health Insurance and Dental Insurance are available to full-time, regular employees. Employees can select from multiple plan types.
- **Vision Insurance**
Vision Insurance is available to full-time, regular employees.
- **Life Insurance**
Life and Accidental Death and Dismemberment Insurance are offered to all full-time, regular employees.
- **Disability Insurance**
Veridian Homes offers short and long-term disability insurance to all full-time, regular employees.
- **Flexible Spending Account**
With Veridian Homes Flexible Spending Account, employees can increase their take-home pay by paying for certain insurance, medical, and dependent care expenses with pretax money. Dollars run through the plan are exempt from state, federal, and FICA payroll taxes.
- **401(k) Retirement Plan**
In an effort to assist employees with planning for their retirement, Veridian Homes has established a comprehensive 401(k) Retirement Plan - both traditional 401(k) and Roth 401(k) varieties.
- **Employee New Home Purchase Discount**
Veridian Homes wants to encourage employees to realize the dream of homeownership with our Employee New Home Purchase Discount Program. Employees are eligible for a discount on the purchase of a new Veridian single-family home or condominium home.
- **500 Club Employee and Customer Referral Programs**
The 500 Club Employee Referral Program and Customer Referral Program are provided to encourage and reward employees for referring applicants who become active and successful employees of Veridian Homes and referring new sales prospects who purchase a Veridian home. If the employee's referral results in a new employee hire or the sale of a Veridian home, the employee will receive a certificate entitling him/her to a \$500 check.
- **Other Benefits offered include:**
Supplemental Voluntary Life Insurance, Vacation Time, Sick Time, Holiday Time, Personal Days, Jury/Witness Duty, Leave to Vote, Military Leave, Funeral Leave, Family Medical Leave, Mileage Reimbursement, and Travel Expense Reimbursement.

These benefits apply to all full-time, regular employees working 30 or more regularly scheduled hours per week. Details are intended for informational purposes and present only a general summary. This information is not intended to be all-inclusive and is subject to eligibility requirements. Veridian Homes reserves the right to amend, suspend, or terminate all or part of its employee benefits plans or programs without notice. Veridian Homes is an Affirmative Action and Equal Opportunity Employer.