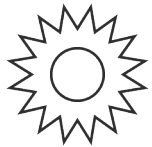


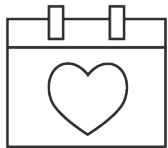


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PAID HOLIDAYS / PTO

Work/life balance is gained through Paradigm's paid holidays and Paid Time Off (PTO) accrual. At a minimum, employees will receive five paid holidays (Martin Luther King Jr. Day, Memorial Day, July 4th, Thanksgiving, and Christmas) and 5 PTO days that can be used at the employee's discretion. This will be stated in the formal offer letter.



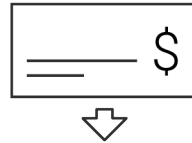
SICK LEAVE

Like PTO, Sick Leave can be used at the employee's discretion. It can be used for personal illness, doctor's appointments, to care for a sick family member, or for other various requests. Paradigm employees receive 40 Sick Leave hours per year.



HEALTH INSURANCE

Paradigm offers a competitive benefits package through CIGNA with three (3) different health plan options. There is a plan that meets everyone's healthcare and financial needs.



DIRECT DEPOSIT PAYCHECKS AND ONLINE PAYSTUBS

Paradigm is **green** with your green (dollars). All paychecks are issued via direct deposit, and pay stubs are accessible online through ADP Workforce Now, our payroll service provider.



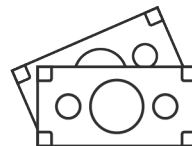
LIFE INSURANCE

Another benefit for full-time employees is a no-cost \$25,000 Basic Life insurance policy through New York Life. In the event of an accidental death, the life benefit is doubled.



VISION & DENTAL

One more reason to smile -- In addition to medical insurance, Paradigm also provides voluntary dental, vision, and term life insurance coverage through CIGNA.



401K

Investing in your future is easy with Paradigm's 401(K) Plan through ADP. All employees are automatically enrolled at a 3% contribution rate after completing 30 days of employment with Paradigm.