

Benefits Summary

(effective November 1, 2011)

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SOFTWARE FOR LIFE™



In order to accommodate the diverse needs of our employees, 5AM Solutions offers a comprehensive benefits program. Under this program, you have the opportunity to create the kind of benefits package that best meets your individual needs.

BENEFIT PROGRAM	
<ul style="list-style-type: none">• Paid Time Off (accrued)• Anniversary Incentive• Holiday Leave• Medical, Prescription, Vision, and Dental• Life insurance• Disability• Flexible Spending: Health and Dependent Care• 401(k) and Roth 401(k) Profit Sharing Plan• Tuition and Training Assistance	<ul style="list-style-type: none">• Direct Deposit• Mass Transit and Parking• Telecommunication Reimbursement• Notebook or desktop computer• Performance and Incentive Bonus Suite• Stock Purchase Plan• Employee Assistance Program• Time Off for Volunteer Work

BENEFITS ELIGIBILITY

Eligibility for paid time off accrual; holiday leave; 401(k) deferrals, and direct deposit will begin on your date of hire. Enrollment for health care coverage (medical, dental, vision, and prescription) as well as group life and accidental death insurance and short- and long- term disability begin on the 1st of the month following your date of hire. You have the option to cover yourself, your spouse and/or your dependent children under the health and life insurance programs. Children are eligible up to age 19 or up to 25 with proof of full-time student status. You have 30 days from your date of hire to enroll in 5AM's health coverage plans as well as the group life and disability plans. If you waive enrollment, you will have to wait until the annual open enrollment period.

BENEFITS PLAN PARTICIPATION COMMITMENT

Once enrolled in any of the benefits plans (i.e., medical, dental, vision, and flexible spending), you cannot change or revoke your participation until the end of the plan year unless you experience a qualifying event.

Examples of qualifying events are: marriage, divorce or legal separation; birth, adoption, or change of custody of a dependent child; death of spouse or dependent child; change in employment status for you or your spouse; and loss of dependent status for your child(ren).

If you experience a qualifying event, you may make changes to your benefits that correspond to that event. These changes must be made within thirty (30) days of the event.

PAID TIME OFF

5AM provides leave to be used for vacation, illness, and other time off. At 5AM we view leave as a way to further one's commitment to oneself and one's family. We strongly recommend that at least two weeks be taken each year for personal purposes.

PTO SCHEDULE				
Employment Status	Length of Service	Hours Per Pay Period Leave Accrual	Annual Hourly Accrual	Maximum Hourly Accrual Per Year
Full-time (40 hours per week)	< 1 year	10	120 ¹	160
Part-time (32 hours per week)	< 1 year	8	100	140

¹Employees accrue one additional day of PTO for each year of service.

ANNIVERSARY INCENTIVE

5AM provides the following additional time off and travel reimbursement for milestones after your 5 and 10-year anniversary. 5AM Founders are not eligible for this incentive.

- After your fifth year of full time employment for that year you receive an additional 5 days of PTO and \$2500 reimbursed for personal travel.
- After your tenth year of full time employment for that year you receive an additional 10 days of PTO and \$5,000 reimbursed for personal travel.

HOLIDAYS

5AM provides the following paid holidays:

HOLIDAYS	
New Years Day	Labor Day
Martin Luther King Day	Columbus Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

Employee may use holiday time at any time during the year in lieu of PTO or you also may take time off to observe your religious holidays. Paid time off (PTO) or leave without pay may be used for this purpose. You are not eligible to receive holiday pay if you are on a leave of absence. An employee may work on a holiday as long as the client will allow it and the employee receives manager-approval in advance. Holiday pay does not accrue and is not paid upon termination of employment. Holidays may be used as PTO as long as it is pre-approved by your manager or team leader, and does not interfere with the client or project schedule.

HEALTHCARE

5AM offers medical coverage through CareFirst BlueCross BlueShield for you and your eligible dependents. The cost of coverage for the POS plan is paid by 5AM Solutions. You will have the option of enrolling in the Open Access Point-of-Service (POS), or the Preferred Provider Organization (PPO) plan (if you reside outside of the Washington, DC area, you must enroll in the PPO plan and the full coverage will be paid by 5AM). If you choose the PPO plan, you will pay the difference in premiums between the plans via pre-tax payroll deductions. Please contact hro@5amsolutions.com if you choose the PPO plan as this cost varies from year-to-year. Your plans are high deductible HRA qualified plans. Your POS high deductible plan does not require you to obtain referrals for specialty care. In addition, both plans are being offered in conjunction with a Health Reimbursement Account (HRA). Following is a brief summary of how each plan works.

The Open Access POS option provides the same coverage and benefits as the HMO option, except employees have the choice to receive services from physicians outside of the HMO network. This option allows employees the flexibility to seek treatment from any provider he or she may choose. However, when receiving services out-of-network, you will have higher out of pocket expenses in the form of deductibles, coinsurance percentages, and amounts billed above the reasonable and customary level. In addition, you may be required to file claim forms out of network. A key advantage of the Open Access plan allows you the flexibility of seeking services from providers without having to obtain a referral from your primary care physician.

The PPO option gives you the freedom to obtain medical treatment from any Blue Preferred participating provider, or any provider you choose. When Preferred Providers are used, participants are generally responsible for a co-pay at the time of service and are billed for any applicable coinsurance or deductible after the provider receives payment from CareFirst. Preferred Providers also handle claims submissions and initiate the required utilization review (UR) process for medical/surgical inpatient admissions. If you see a non-participating provider, services will be considered out-of-network (non-PPO). You will be entitled to receive benefits, but will have higher out of pocket expenses in the form of deductibles, coinsurance percentages, and amounts billed above the reasonable and customary level. In addition, you will be responsible for paying providers directly for their services, filing claim forms and initiating the UR process.

Health Reimbursement Arrangement (HRA) is an employer-funded health plan that reimburses medical expenses for eligible employees and their dependents. Using an HRA, 5AM establishes and funds a health account to provide tax-free reimbursement for eligible medical expenses incurred during the plan year. 5AM Solutions, funds the deductible portions of the HRA and there will be no employee contributions into the HRA. Under this arrangement, deductible amounts associated with your individual plan chosen (employee plus any family member(s)) can be used toward the cost of your deductible expenses. In addition, the credit limit can be increased by any contributions you make into a flexible spending account plan. This employer contribution can be applied to your medical and prescription deductibles only.

Once you have exhausted all of the funds from your HRA account, you will then be responsible for all healthcare out-of-pocket costs (deductibles, co-pays, co-insurances) for the remainder of the policy year based on the insurance program in force with CareFirst. Keep in mind, you still have health insurance coverage with CareFirst, however; should you stay within your HRA budget then you will have no out-of-pocket costs for medical deductibles.

Example: You visit your provider for a physical examination. What is the process?

- Present your Medical ID Card.
- Do not pay any monies at time of visit.
- Once you receive your CareFirst Explanation of Benefits form in the mail, match it against the bill from your provider to ensure the charges are accurate.

- Make payment for any charges applied toward the deductible.
- Most Important: KEEP ALL RECEIPTS!

Included in the cost of medical coverage is a prescription drug benefit for in-network pharmacies located in your area. You may choose to fill your prescriptions at a discounted rate through Express Scripts Mail Pharmacy Service. For a current list of CareFirst providers, please visit www.carefirst.com or call CareFirst's customer service at 202-484-9100 or the telephone number located on the back of your ID card.

Please Note: Medical expenses due to a pre-existing condition are subject to a 12-month exclusion period. If you had healthcare coverage prior to enrolling in 5AM's medical program, you must provide a HIPAA certificate from your past employer or insurance carrier. The period of the pre-existing condition exclusion will be reduced by the number of days covered under a prior plan provided the break in service is not greater than 63 days.

HEALTH INSURANCE				
	BlueChoice HRA OPT-OUT Plus OA		BluePreferred HRA PPO	
Benefits:	POS	Non-POS	PPO	Non-PPO
Physician Office Visits	Deductible	Deductible plus Coinsurance	Deductible	Deductible Plus Coinsurance
Medical Deductible:				
Individual	\$2,500	\$3,750	\$2,000	\$4,000
Family	\$5,000	\$7,500	\$4,000	\$8,000
Co-insurance: (amount the plan will pay for eligible charges)	100%	80%	100%	80%
Max Out-of-Pocket: (total you must pay for expenses before insurance will pay 100% of eligible expenses)				
Individual	\$5,000	\$7,500	\$7,000	\$15,000
Family	\$10,000	\$15,000	\$14,000	\$15,000
Lifetime Maximum	Unlimited	\$1,000,000	Unlimited	
Prescription Drugs (30-day supply at participating pharmacies; up to a 90-day supply via mail order)*Note: If you choose a non-preferred brand drug when a generic drug is available, then you are responsible for the non-preferred drug copay plus the difference in cost between the generic and non-preferred drug.	\$15 generic \$35 preferred brand \$60 non-preferred brand \$200 Deductible Mail Order= 2 times retail co-pay \$30/\$70/\$120		\$15 generic \$35 preferred brand \$60 non-preferred brand \$200 Deductible Mail Order = 2 times retail co-pay \$30/\$70/\$120	

Hospitalization	\$250 Co-pay After Deductible	Deductible Plus Coinsurance	Covered at 100% After Deductible	Deductible Plus Coinsurance
Emergency Room	Deductible plus \$100 Co-pay		Deductible plus \$100 co-pay	
Discounted Vision Services	Exam Included	Exam Included	Exam Included	Exam Included
Discounted Dental Services	Not Included	Not Included	Not Included	Not Included

CareFirst Plan Details

Note: This is intended only as an outline of benefits. Please refer to your booklet for details of coverage and limitations.

VISION

Your group vision plan will be provided through Carefirst (Davis Vision). Below is a brief synopsis of the benefits available to you:

VISION PLAN FEATURES
<ul style="list-style-type: none"> • \$10 co-pay for exam (Eye exam frequency is 12 months) • \$0 co-pay for Tower Collection prescription glasses. (Frames frequency is 12 months) • \$0 co-pay for Formulary Contact Lenses (Contacts frequency is 12 months) • Discount on LASIK

DENTAL

Your dental health is an important factor in your overall wellness. Your group dental insurance will be provided through Carefirst. You will have the option of enrolling in the plan listed. Below is a brief synopsis of the benefits available to you:

DENTAL PLAN	
Plan Features	Participating Dentists
Preventive Services: Oral Exams and Prophylaxis 1 time every 6 months Bitewing x-rays limited to once every 12 months Full mouth survey limited to once every 36 months Fluoride treatment (age 16 and younger) 1 time every 6 months Sealants (once per tooth per 36 months on permanent molars) Space Maintainers (once per 60 months) Palliative emergency treatment	Covered at 100%
Basic Services: Amalgam Fillings	Covered at 80%

Periodontics (osseous surgery) Endodontics (root canals) Simple Oral Surgery	
Major Services: Crowns/Dentures/Bridges limited to once every 5 year	Covered at 50%
Orthodontia Services:	Covered at 50%
Deductible: (Waived for Preventive)	\$50 Employee/\$150 Family
Annual Maximum Per Person	\$1,500
Orthodontia Lifetime Max.	\$1,200

LIFE INSURANCE

Your group life and accidental death and dismemberment (AD&D) insurance will be provided through Reliance Standard Life Insurance. Below is a brief synopsis of the benefits available to you:

Plan Features
One time, your annual earnings to a maximum benefit of \$100,000. This benefit will reduce by 35% at age 65, 60% at age 70, 80% at age 75 of the in-force amount.

DISABILITY

If you are unable to work due to a non-work related injury, 5AM offers a salary continuation plan, which provides financial protection by paying a portion of your income while you are disabled. Your premiums are fully paid by 5AM Solutions and the disbursements will be subject to taxation upon payment to you. There are two disability programs:

Short Term Disability

Your group short-term disability insurance will be provided through Reliance Standard Life Insurance. Below is a brief synopsis of the benefits available to you:

Plan Features
60% of your earnings covered to a maximum weekly benefit of \$1,000. Your benefits will start the 1st day of an accident or the 8th day of a sickness. The maximum benefit duration is 13 weeks. Partial disability and pregnancy benefits are included. Maternity is treated the same as a sickness.

Long Term Disability

Your group long-term disability insurance will be provided through Reliance Standard Life Insurance Below is a brief synopsis of the benefits available to you:

Plan Features
60% of your earnings covered to a maximum monthly benefit of \$5,000.
You have a 90-day benefit waiting period.
Partial disability and pregnancy benefits are included.
The own occupation benefit period is 24 months.

Please note: The Family Medical Leave Act (FMLA) allows for up to 12 weeks of unpaid leave and job-protected benefits and runs concurrent with the disability programs. To qualify for FMLA benefits, you must be employed for a minimum of 12 months and 1,250 hours prior to requesting leave.

FLEXIBLE SPENDING ACCOUNTS

Your group Flexible Spending Account (FSA) will be provided through CBIZ, Inc. Below is a brief synopsis of the benefits available to you:

Plan Features
\$2,500 maximum medical spending account contribution.
Weekly claims reimbursement.

Health Care	If you expect to incur out-of-pocket medical expenses (prescription costs, office visit co-pays, deductibles, prescription eyewear, dental implants, etc.) you can put aside up to \$2,500 of pre-tax dollars to cover these expenses. Military Health System benefit premiums (such as TRICARE) also may be paid through the Health Care FSA.
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RETIREMENT SAVINGS PLAN

5AM's 401(k) and Roth 401(k) Profit Sharing Plans offers 22 fund options through John Hancock Investments. You are eligible to participate in the retirement program immediately.

Elective Deferrals and Catch-Up Contributions

Participants may contribute up to 90 percent of eligible earnings to the plan. The maximum annual pre-tax contribution limit for 2008 is \$15,500 (participants over the age of 50 may contribute an additional \$5,000). You are eligible to participate on your date of hire provided you have reached the age of 21. You may stop your contributions at any time. New enrollments and percentage changes can be made quarterly.

Safe-Harbor Employer Contributions

5AM will make safe harbor matching contributions to your account based on your pre-tax contributions. The amount will equal 100 percent of the first 3 percent of compensation you contribute to the Plan and 50 percent of the next 2 percent of compensation deferred.

Vesting Schedule

All elective deferrals and safe harbor matching contributions always are 100 percent vested. If additional profit sharing or discretionary employer matching contributions is made, they will be subject the following vesting schedule:

401(K) VESTING SCHEDULE	
Years of Service	Percent Vested
0	0%
1	25%
2	50%
3	75%
4	100%

Loans

Employees may request a loan online or over the phone with John Hancock Manulife. A \$150 loan initiation fee will be charged and only one loan may be outstanding at any given time. Minimum and maximum loan amounts may apply.

TUITION ASSISTANCE

5AM is committed to the educational and professional development of our employees. 5AM provides for full or partial reimbursement of job-related courses, approved seminars, workshops, and training courses. All of these expenses must be pre-approved.

Tuition Assistance	<p>Tuition reimbursement is available for college level credits at an accredited undergraduate or post-graduate institution.</p> <p>5AM will reimburse up to \$2,500 per calendar year upon satisfactory completion (grade B or better) of the approved course.</p> <p>Full-time employees with a minimum of six (6) months of employment are entitled to this benefit.</p> <p>Prior written approval of one's supervisor is required.</p>
Professional Development	<p>Full or partial reimbursement for approved seminars, workshop, certificate programs, and other courses requested by your supervisor or customer.</p> <p>Prior written approval of one's supervisor is required and is subject to availability of funds and appropriateness of subject matter.</p> <p>Employees may elect to share in paying eligible costs when company funds are limited.</p>

Please note: Employees must sign a repayment agreement in the event the employee fails to continue employment with 5AM for one year following the course completion.

DIRECT DEPOSIT

5AM offers direct deposit to employees including the ability to review and print monthly payroll information.

MASS TRANSIT AND PARKING BENEFITS

5AM's policy is to reimburse employees who work at client sites where parking fees apply (see policy). In our support of environmental and social responsibility, 5AM reimburses employees who choose mass transit over driving. 5AM will reimburse employees up to \$125 per month for mass transit costs to and from work. Employees

must provide a receipt(s) for mass transit expenses and submit them monthly. 5AM will reimburse only for mass transit reimbursements for work-related travel, not personal travel.

TELECOMMUNICATION REIMBURSEMENT

5AM will reimburse employees up to \$100 per month to cover cell phone usage and Internet connectivity. Please note that this cost does not include the purchase of a cell phone.

NOTEBOOK OR DESKTOP PROVISION

5AM provides employees with computers appropriate to an employee's core function. For example, software engineers receive development quality notebooks (approximate value \$3000).

PERFORMANCE AND INCENTIVE BONUS SUITE

Bonuses are rewards for exceptional and beyond-expectation behavior and results. Employees are encouraged to act in ways that we believe help us all improve, and the bonus suite is our way of objectively recognizing this behavior. Most bonuses require pre-approval by management. 5AM Founders and Executives are not eligible for these incentives.

The following is an overview of the bonus suite:

Action	Bonus
Public Speaking	\$1,000
Publication	\$1,000
Inclusion on Industry Committee	\$1,000
Patent Application	Coverage of patent fees and 50% share in financial return
Employee Referral	\$5,000 per employee (after 500 hours have been billed by the referral)
Certification Achievement	\$1,000 on achievement of approved certification
New Client Referral	Variable

STOCK PURCHASE PLAN

At 5AM Solutions, employee ownership provides an opportunity for employees to share in the growth potential of 5AM Solutions and thereby creates a positive incentive for employees. Currently, 5AM Solutions has one employee ownership plan: the 5AM Stock Option Plan.

EMPLOYEE ASSISTANCE PROGRAM

5AM believes in employee wellness. The Employee Assistance/Work-Life Program (EAP) is a voluntary, confidential service that provides professional counseling and referral services designed to help you with personal, job or family related problems. Your EAP can help you and your dependent family members identify, resolve, and gain control over personal problems that may be interfering with work and daily life.

TIME OFF FOR VOLUNTEER WORK

5AM believes in giving back to the community. We provide up to 3 days each year per employee so that employees may volunteer their time to a charitable organization.

Please note: Volunteer time must be pre-approved by your manager.

NOTE

This information is designed to be a benefits summary only. Every effort has been made to ensure consistency with the actual plan provisions and benefits. For complete information on any of these programs, you may request Summary Plan Descriptions from Human Resources. Information is subject to change at any time.