

2018 Compensation and Benefits Summary

Cash, Bonus and Long-Term Incentives (LTI)

- » Competitive base salary, paid semi-monthly
- » Annual discretionary bonus for all employees based on individual and Strategic's performance
- » Additional discretionary bonus pool for Director-level and below

Medical and Rx Insurance

Open Access Plan (OAP) | Health Savings Plan (HSA) | Rx

- » Immediate eligibility
- » Strategic pays 80% of the premium cost for employees and 55% for dependents
- » PPO medical coverage
 - Open Access Plan (OAP)
 - Health Savings Plan (HSA)
 - Strategic contributes one-half of the deductible each year
 - \$750 towards Individual Deductible
 - \$1,500 towards Family Aggregate Deductible
- » Prescription drug coverage
 - Retail and mail order options available

Dental Insurance

- » Strategic pays 80% of the premium cost for employees and 55% for dependents

Vision Insurance

- » Strategic pays 80% of the premium cost for employees and 55% for dependents

401(k) Retirement Savings Plan

- » Immediate eligibility
- » Strategic will match 4% of your pay each pay period or one-half of your salary deferral, whichever is lower
- » Immediate vesting on 401(k) match
- » Generous discretionary year-end profit sharing contribution (subject to vesting schedule)
- » Rollovers accepted

Flexible Spending Accounts

- » Pre-tax Medical and Dependent Care Spending Accounts

Salary Continuation

- » Short-Term Disability
 - After one year of service
 - 100% of base pay up to 6 weeks
 - 7+ weeks, 60% of base pay to \$5,000 per week
 - < One Year of Service
 - 60% of base wage to \$5,000 per week
- » Long-Term Disability
 - After 26 weeks of qualified disability, 60% of monthly salary to a maximum of \$12,500 to age 65

Life and AD&D Insurance

- » Strategic pays 100% of the premium
- » 1x base salary up to \$200,000 in coverage

Long-Term Care Insurance

- » Strategic pays for premium of based benefit of \$1,000 per month of coverage
- » Optional opportunity to purchase additional coverage

Paid Parental | Caregiver Leave

- » Eligibility — 1 year of service
- » Paid Parental Leave
 - 2 weeks for any new parent
- » Paid Primary Caregiver Leave
 - Additional 8 weeks for primary caregiver

Employee Assistance Program (EAP)

- » Confidential, free counseling services offering support and guidance to help resolve personal issues

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Paid Time Off

- » Three weeks of annual vacation, increases based on length of service
- » Ten sick days (up to three per year may be used as personal days)
- » Ten holidays
- » Up to three days of paid bereavement leave

Matching Gift Program

- » Match up to \$250 per employee per year for qualified charities
- » 2x match to \$500-employee is an active volunteer with charity

Training and Development

- » Tuition reimbursement up to annual IRS maximum
- » Educational Lunch Series
 - Key staff present topics on relevant subjects
- » CPA and CFA certifications:
 - Strategic pays registration fees, exam fees and any required study materials
 - Time off to study for CPA and CFA exams, up to three days
- » CFA Institute Investment Foundations Certificate Program for Non-Investment staff
 - Employees receive pre-paid voucher
 - \$500 bonus upon successful certification
- » Payment of selected professional society dues and certifications

Location | Parking | Mass Transit

- » Pre-tax deductions from payroll for parking and/or the SmartBenefitsSM program, subject to IRS maximums
- » Modern offices with sweeping views of the Potomac River, Georgetown and D.C. monuments
- » Mass transit accessible
 - Rosslyn Metro Station three blocks from office
- » Secure bike room
- » Access to roof top terrace and lounge
- » Electronic vehicle charging station
- » 24-hour security in building
- » Onsite state-of-the-art fitness center, towel service and showers — no fee

Other Benefits

- » Employee Home Computer Purchase Program
 - Full-time staff members are eligible
 - Strategic reimburses half (up to \$1,000) of a qualified purchase
- » Complimentary vending, fruit and snacks
- » Automated lunch ordering and delivery
- » Voluntary Life
 - Employee = Lesser of 5x annual or \$500,000
 - Spouse = Up to 100% of employee election
 - Children = Up to \$10,000
 - Guaranteed issue coverage available up to \$200,000
- » Additional benefits provided through Life and AD&D plan at no additional cost:
 - Travel Assistance
- » Prepaid Legal Services provided by Legal Resources
- » Monthly on-site masseuse
- » Annual on-site complimentary flu clinics

As of 1/1/18