Get the Benefits You Deserve

Connection’s comprehensive benefits program is designed to enhance your personal and financial well-being.

This summary briefly describes various benefit plans, programs and employee services of Connection. Some programs have eligibility requirements, which must be met for participation. For detailed information on each of these programs or plans, please refer to the applicable information available in Human Resources. If there are any discrepancies, the formal contract, policy or Plan Document will prevail. Connection reserves the right to amend or cancel, at any time, the programs and services described above.
Our Commitment

Connection recognizes that its employees are the key to the ongoing success of the Company. To support the recruitment and selection of qualified and talented individuals, Connection is committed to providing employees with a superior compensation and benefits package that incorporates competitive salaries and comprehensive benefit choices.

Our vision is to provide superior information technology solutions to our customers. To achieve our excellence in the quality of service we offer our customers, the Company depends on the wellbeing of our employees. Our extensive benefits program is designed to meet your personal and family health needs, as well as financial security needs. This summary provides an overview of the benefit programs available to our employees. Our Benefit Specialists will be pleased to answer any questions regarding the benefits program.

FlexConnection
- Medical Insurance
- Dental Insurance
- Vision Insurance
- Reimbursement Accounts
- Life Insurance
- Disability Insurance

Work/Life Programs
- Paid Time Off
- Fitness Reimbursement
- Smoking Cessation
- Tuition Reimbursement
- Adoption Assistance
- Identity Protection Services

Financial & Retirement
- 401(k) and Profit Sharing Plan
- Employee Stock Purchase Plan
- Health Savings Account
- Auto/Homeowners Insurance
- Group Legal Services
- Veterinary Pet Insurance
- Computer Loan Program
- Employee Discount Programs

Benefit Extras
- Chair massage therapy
- On-site dry cleaning services
- Employee recognition day
- Non-smoking environment
- On-site cafeteria
- Walking trail
- Shower facilities
- Outdoor patio

FlexConnection
Benefit Choices For Today & Tomorrow

At Connection we’re committed to our "total rewards" strategy of offering comprehensive benefits, competitive pay, professional development, and a positive work environment. An integral part of this commitment is our flexible benefits program—FlexConnection—a comprehensive and flexible benefit program designed to meet the needs of a diverse workforce. It is a program that lets you customize your benefits to meet your individual needs.

Eligibility: Full-time employees, who are regularly scheduled to work 34 or more hours a week and eligible dependents can participate on the first of the month following one full month of continuous employment.
MEDICAL INSURANCE
Choosing a medical plan for yourself and your family is a personal decision based on your specific needs. This is why Connection provides a choice of two different medical plans for your selection. These plans offer comprehensive health care services with varying levels of benefits. You can select the plan that best meets the needs of you and your family.

All medical plans provide prescription drug benefits and promote wellness as part of their benefits. The main differences between these plans are the deductibles, co-payments, co-insurance amounts, out-of-pocket maximums, and plan costs.

Medical plans available for your selection include:

- **Open Access Plus Plan – Cigna**
The Open Access Plus Plan provides benefits only when care is received from providers within the network. This plan does not require that you select a primary care physician (PCP); however, it is recommended. Out-of-network coverage is available in life-threatening, emergency situations only. Primary Care Physician visits are covered after a $15 co-payment. Specialty office visits are covered after a $25 co-payment. In-network hospital and outpatient facility services are covered at 80% after satisfying a calendar year deductible of $500 per person/$1,000 per family.

Preventive care (routine physicals, immunizations, and screenings) is not subject to copays or deductibles, in order to encourage members to receive these important services.

Bi-weekly Cost:

**Non-Tobacco User**

<table>
<thead>
<tr>
<th>Salary Band</th>
<th>Single</th>
<th>EE + Spouse</th>
<th>EE + 1 Child</th>
<th>EE + Children</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0 - $35,000.00</td>
<td>$75.10</td>
<td>$150.18</td>
<td>$116.39</td>
<td>$131.41</td>
<td>$217.76</td>
</tr>
<tr>
<td>$35,000.01 - $70,000.00</td>
<td>$78.10</td>
<td>$156.19</td>
<td>$121.05</td>
<td>$136.67</td>
<td>$226.47</td>
</tr>
<tr>
<td>$70,000.01 - $105,000.00</td>
<td>$85.60</td>
<td>$171.21</td>
<td>$132.69</td>
<td>$149.81</td>
<td>$248.25</td>
</tr>
<tr>
<td>$105,000.01</td>
<td>$90.11</td>
<td>$180.10</td>
<td>$139.67</td>
<td>$157.69</td>
<td>$261.31</td>
</tr>
</tbody>
</table>

**Tobacco User**

<table>
<thead>
<tr>
<th>Salary Band</th>
<th>Single</th>
<th>EE + Spouse</th>
<th>EE + 1 Child</th>
<th>EE + Children</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0 - $35,000.00</td>
<td>$98.17</td>
<td>$173.26</td>
<td>$139.47</td>
<td>$154.49</td>
<td>$240.84</td>
</tr>
<tr>
<td>$35,000.01 - $70,000.00</td>
<td>$101.17</td>
<td>$179.27</td>
<td>$144.13</td>
<td>$159.74</td>
<td>$249.54</td>
</tr>
<tr>
<td>$70,000.01 - $105,000.00</td>
<td>$108.68</td>
<td>$194.28</td>
<td>$155.76</td>
<td>$172.88</td>
<td>$271.32</td>
</tr>
<tr>
<td>$105,000.01</td>
<td>$113.19</td>
<td>$203.29</td>
<td>$162.74</td>
<td>$180.77</td>
<td>$284.39</td>
</tr>
</tbody>
</table>

- **High Deductible Health Plan - Cigna**
The High Deductible Health Plan, when combined with a Health Savings Account (HSA), provides insurance coverage and a tax-advantaged way to help save for future medical expenses. Compared to traditional health plans, High Deductible Health Plans have lower employee contributions but higher deductibles and higher out-of-pocket maximums. This plan does not require that you select a primary
care physician (PCP); however, it is recommended. Out-of-network coverage is available in life-threatening, emergency situations only.

Preventive care (routine physicals, immunizations, and screenings) is not subject to copays or deductibles, in order to encourage members to receive these important services.

HDHP participants pay the full cost of prescription drugs (not just the copay) until the deductible has been met. Once the deductible has been met, HDHP participants will be charged the copay. If the participant reaches the out-of-pocket maximum, no additional copays will be required.

<table>
<thead>
<tr>
<th>HDHP Deductible</th>
</tr>
</thead>
</table>
| Individual               | In-Network $1,500  
| Family                   | In-Network $3,000  

<table>
<thead>
<tr>
<th>HDHP Out-of-Pocket Maximum</th>
</tr>
</thead>
</table>
| Individual                  | In-Network $3,000  
| Family                      | In-Network $6,000  

**Bi-Weekly Employee Costs:**

### Non-Tobacco User

<table>
<thead>
<tr>
<th>Salary Band</th>
<th>Single</th>
<th>EE + Spouse</th>
<th>EE + 1 Child</th>
<th>EE + Children</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0 - $35,000.00</td>
<td>$32.45</td>
<td>$64.89</td>
<td>$50.29</td>
<td>$56.78</td>
<td>$94.08</td>
</tr>
<tr>
<td>$35,000.01 - $70,000.00</td>
<td>$34.84</td>
<td>$69.68</td>
<td>$54.02</td>
<td>$60.99</td>
<td>$101.05</td>
</tr>
<tr>
<td>$70,000.01 - $105,000.00</td>
<td>$37.26</td>
<td>$74.49</td>
<td>$57.73</td>
<td>$65.20</td>
<td>$108.02</td>
</tr>
<tr>
<td>$105,000.01</td>
<td>$39.65</td>
<td>$79.30</td>
<td>$61.46</td>
<td>$69.40</td>
<td>$114.99</td>
</tr>
</tbody>
</table>

### Tobacco User

<table>
<thead>
<tr>
<th>Salary Band</th>
<th>Single</th>
<th>EE + Spouse</th>
<th>EE + 1 Child</th>
<th>EE + Children</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0 - $35,000.00</td>
<td>$55.52</td>
<td>$87.97</td>
<td>$73.36</td>
<td>$79.86</td>
<td>$117.16</td>
</tr>
<tr>
<td>$35,000.01 - $70,000.00</td>
<td>$57.92</td>
<td>$92.76</td>
<td>$77.10</td>
<td>$84.07</td>
<td>$124.13</td>
</tr>
<tr>
<td>$70,000.01 - $105,000.00</td>
<td>$60.33</td>
<td>$97.57</td>
<td>$80.81</td>
<td>$88.27</td>
<td>$131.10</td>
</tr>
<tr>
<td>$105,000.01</td>
<td>$62.73</td>
<td>$102.38</td>
<td>$84.54</td>
<td>$92.48</td>
<td>$138.06</td>
</tr>
</tbody>
</table>

**HEALTH SAVINGS ACCOUNT (HSA)**

Participants in an HDHP who have no other medical coverage may contribute up to $3,400 for individual coverage, or $6,750 for family coverage, to a Health Savings Account (HSA). In 2017 Connection will contribute $125 per quarter in the calendar year paid out in March, June, September and December and you must be an active employee on the first of the month that the contribution is made to receive the $125. The contribution to the HSA is for every active employee enrolled in the Cigna High Deductible Health Plan who is eligible to participate in an HSA. The HSA is similar to a flexible spending account, in that you contribute pre-tax dollars to pay for eligible medical expenses. However, unused money can be rolled over, and is tax-free as long as it is used for medical expenses, even if you switch to another medical plan next year or no longer work for the company. Full-year participants who are age 55–65 can contribute an additional $1,000 in catch-up contributions in addition to the amount of the deductible.
Prescription Drugs
When you enroll in a FlexConnection medical plan, you will automatically receive prescription drug benefits. All medical plans offer the same prescription drug benefits through the Caremark Retail Pharmacy Network. Most major pharmacies—CVS, Walgreens, Rite-Aid, and Wal-Mart—are part of the Caremark network. You can purchase a 30-day supply of generic, preferred brand name drugs or non-preferred brand name drugs at varying co-payment amounts (except High Deductible Health Plan participants who have not yet met their deductible). The prescription drug benefit also offers a mail-order program for a 90-day supply of maintenance drugs at only twice the cost of a 30-day supply.

<table>
<thead>
<tr>
<th>Prescription Drugs</th>
<th>HMO In-Network</th>
<th>High Deductible HMO In-Network</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caremark Retail Pharmacy Network</td>
<td>$10 copay (Generic)</td>
<td>$10 copay (Generic), after deductible</td>
</tr>
<tr>
<td>30-day supply</td>
<td>$30 co-pay (Brand)</td>
<td>$30 copay (Brand), after deductible</td>
</tr>
<tr>
<td></td>
<td>$50 copay (Non-Preferred)</td>
<td>$50 copay (Non-Preferred), after deductible</td>
</tr>
<tr>
<td>Caremark.com, the Caremark Mail Service</td>
<td>$20 copay (Generic)</td>
<td>$20 copay (Generic), after deductible</td>
</tr>
<tr>
<td>90-day supply</td>
<td>$60 co-pay (Brand)</td>
<td>$60 copay (Brand), after deductible</td>
</tr>
<tr>
<td></td>
<td>$100 copay (Non-Preferred)</td>
<td>$100 copay (Non-Preferred), after deductible</td>
</tr>
</tbody>
</table>

Vision Care
We offer a standalone Vision Plan that covers eyeglasses and contact lenses in addition to a vision exam. Vision care is provided through the Vision Service Plan (VSP)—a national network of vision care providers. Routine eye examinations are covered after a $10 co-payment for in-network providers every 12 months. In addition to the eye examination, coverage is provided for lenses every 12 months after a $20 co-payment and $150 allowance for frames every 24 months. Or, you can substitute the lenses and frames and receive a $150 allowance toward contact lenses every 12 months.

<table>
<thead>
<tr>
<th>Bi-Weekly Employee Costs:</th>
<th>Single</th>
<th>2.77</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee plus spouse</td>
<td>5.54</td>
<td></td>
</tr>
<tr>
<td>Employee plus one child</td>
<td>5.54</td>
<td></td>
</tr>
<tr>
<td>Employee plus children</td>
<td>8.92</td>
<td></td>
</tr>
<tr>
<td>Family</td>
<td>8.92</td>
<td></td>
</tr>
</tbody>
</table>

Tobacco Cessation Program
Quit For Life® is the nation’s leading tobacco cessation program. This optional program helps people overcome physical, psychological and behavioral addictions to tobacco using a mix of medication support, phone-based coaching and web-based learning and social support. This benefit is available at no cost to employees, spouses, and dependents over age 18.

DENTAL INSURANCE
FlexConnection offers two dental plans: the value plan and the enhanced premier plan. Both plans offer in-network and out-of-network benefits and comprehensive dental coverage. A choice of dental plans accommodates your personal family dental needs.

- Delta Value Dental Plan
  From participating dentists, you will receive 100% coverage for preventive services, including routine cleaning and oral examination twice in a 12 month period. Basic services, such as fillings, root canals, and extractions are covered at 80%. Major services, such as bridges, crowns and
dentures are covered at 50%. The annual deductible is $50 for individual coverage and $150 for family coverage. The annual deductible does not apply to routine cleanings and examinations. The value dental plan does not provide orthodontia coverage.

<table>
<thead>
<tr>
<th>Bi-Weekly Employee Costs:</th>
<th>Single</th>
<th>7.06</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employee plus one child</td>
<td>11.30</td>
</tr>
<tr>
<td></td>
<td>Employee plus children</td>
<td>13.13</td>
</tr>
<tr>
<td></td>
<td>Employee plus spouse</td>
<td>14.90</td>
</tr>
<tr>
<td></td>
<td>Family</td>
<td>21.75</td>
</tr>
</tbody>
</table>

**Delta Premier Dental Plan**
From participating dentists, you will receive 100% coverage for preventive services including routine cleaning and oral examination twice in a 12 month period. Basic services, such as fillings, root canals, and extractions are covered at 80%. Major services, such as bridges, crowns and dentures are covered at 60%. The annual deductible is $25 for individual coverage and $75 for family coverage. The annual deductible does not apply to routine cleanings and examinations. The premier plan provides orthodontia coverage for children up to age 19.

<table>
<thead>
<tr>
<th>Bi-Weekly Employee Costs:</th>
<th>Single</th>
<th>13.33</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employee plus one child</td>
<td>21.32</td>
</tr>
<tr>
<td></td>
<td>Employee plus children</td>
<td>24.79</td>
</tr>
<tr>
<td></td>
<td>Employee plus spouse</td>
<td>28.12</td>
</tr>
<tr>
<td></td>
<td>Family</td>
<td>41.04</td>
</tr>
</tbody>
</table>

**REIMBURSEMENT ACCOUNTS**
Reimbursement Accounts are a great way to save by paying eligible health care and dependent care expenses with before-tax dollars. You may participate in two reimbursement accounts: the health care reimbursement account (or the Limited Expense Flexible Spending Account, if you are enrolled in the HDHP) and the dependent care reimbursement account. In exchange for the tax advantages that these accounts provide, the IRS requires that you use your money by the end of the calendar year. Any money left in your account will be forfeited. Participants who have unused balances remaining on December 31 have a grace period. They can use eligible expenses incurred between January 1 and March 15 for reimbursement from the prior year’s plan.

- **Health Care Reimbursement Account**—You can set aside up to $2,600 on a pre-tax basis each calendar year in a health care spending account to pay for eligible unreimbursed health care expenses, including deductibles, medical and dental co-payments, and vision care. (Not available to participants in a High Deductible Health Plan.)

- **Limited Expense Flexible Spending Account (For HDHP participants only)**—This account is similar to the Health Care Reimbursement Account, except it is for dental and vision expenses only, and it is available only to participants in the High Deductible Health Plan. You can set aside up to $2,550 on a pre-tax basis each calendar year to pay for eligible non-reimbursed dental and vision expenses, including deductibles and co-payments.

- **Dependent Care Reimbursement Account**—You can set aside up to $5,000 on a before-tax basis each calendar year in a dependent care spending account to pay for eligible dependent care expenses, including childcare and eldercare services.
LIFE INSURANCE
Connection is committed to ensuring that you and your family members are provided with financial security in the event of your death. With FlexConnection, Basic Life and AD&D Insurance are considered a core benefit and paid at 100% by the Company. Because each of us has different insurance needs—you will also have the choice of purchasing additional life insurance for yourself and your family members with the Portable Family Term Life Insurance Program.

- **Basic Employee Life and AD&D**—As part of FlexConnection's core plan, you receive Basic employee life and AD&D insurance in the amount of 2 times your annual base rate and prior-year commission earnings at no cost to you. Maximum benefit is $800,000.
- **Employee Portable Family Life and AD&D**—You can choose from $10,000 to $500,000 ($250,000 for AD&D) of additional term life insurance coverage for yourself in $10,000 increments.
- **Spouse Portable Family Life and AD&D**—You can choose from $10,000 to $500,000 ($250,000 for AD&D) of additional term life insurance coverage for your spouse in $10,000 increments.
- **Child(ren) Portable Family Life**—$10,000 of coverage for each child up to age 26.

DISABILITY INSURANCE
FlexConnection's disability plans offer income replacement to provide financial protection for you and your family if you can't work over a temporary period of time because of illness, pregnancy, or injury. Connection provides basic Short-Term and Long-Term Disability coverage at no cost to you. However, you have the option to increase your Short-Term and Long-Term Disability benefits by enrolling in the premier plans.

Short-Term Disability Plans
- **Basic Value Plan**—After one week of disability, the basic plan pays a benefit equal to 60% of your basic weekly earnings* up to a maximum benefit of $1,000 for a maximum period of 26 weeks. Connection pays the full cost of the basic plan.
- **Premier plan**—After one week of disability, the premier plan pays a benefit equal to 70% of your basic weekly earnings* up to a maximum benefit of $3,500 for a maximum period of 26 weeks. You pay only the difference between the Company-provided basic value plan and the cost of the premier plan.

Long-Term Disability Plans
- **Basic Value Plan**—After 26 weeks of disability, the basic plan pays a benefit equal to 60% of your basic monthly earnings’ to a maximum benefit of $10,000 per month. The benefit is payable for the duration of your disability up to your normal Social Security retirement age. Connection pays the full cost of the basic plan.
- **Premier Plan**—After 26 weeks of disability, the premier plan pays a benefit equal to 66.67% of your basic monthly earnings’ to a maximum benefit of $15,000 per month. The benefit is payable for the duration of your disability up to your normal Social Security retirement age. You pay only the difference between the Company-provided basic value plan and the cost of the premier plan.

*For the purpose of your Short-Term and Long-Term Disability Insurance, your basic weekly and monthly earnings will be based on your base rate (salaried) or your base rate times 2080 (hourly) as of the last pay date in December, or your date of hire, whichever is more recent, plus commissions paid in the prior year if you were in a commission-eligible position in December. This benefit amount is fixed as of January 1 or your date of hire, whichever is more recent, until the following January 1.
Financial & Retirement

CONNECTION 401(K) AND PROFIT SHARING PLAN
Regardless of your age, you've probably developed some long-term financial goals. 401(k) contributions allow you to plan for your financial security and build your savings for retirement. Here are some key features of the 401(k) plan:
- You can contribute from 1 to 60 percent of your eligible compensation on a pre-tax basis in a Traditional 401(k) plan and/or on an after tax basis in a Roth 401(k) up to the IRS maximum in a calendar year. If you will be age 50 or over as of December 31, 2017, you are eligible for the catch-up contribution of $6,000 per calendar year.
- Connection will contribute 25% for every dollar you contribute up to 6% of your eligible compensation.
- Employer matching contributions are vested after three years of service with the Company.
- You can choose from a selection of diverse funds and an individual brokerage account (for an additional fee).

Eligibility: The 1st of each month upon the completion of 1 month of service and the attainment of age 18.

EMPLOYEE STOCK PURCHASE PLAN (ESPP)
The Employee Stock Purchase Plan (ESPP) provides an opportunity to share in the success and in the future of the Company. Here are some key features of the ESPP:
- You can contribute from 1 to 10 percent of eligible compensation on an after-tax basis to purchase Connection stock.
- The purchase price is equal to 95 percent of the closing stock price on the last business day of the plan period.
- You can change your contribution percent at the beginning of each plan period and once during the plan period. You may also suspend deductions prior to the end of the plan period.

Eligibility: On July 1st or January 1st upon the completion of 6 months of service.

AUTO/HOMEOWNERS INSURANCE
You can save up to 10% on insurance for automobiles, boats, and home/condo/renters all through the convenience of payroll deductions. Additional money-saving discounts are available for use of anti-theft and safety devices, as well as participation in driver safety courses, etc.

GROUP LEGAL SERVICES
Provides legal advice at affordable group rates through participating attorneys in the area of will and estate planning, family law, documentation preparation, advice, and consultation.
VETERINARY INSURANCE
Pet owners can visit any licensed veterinarian worldwide, including specialists and hospitals. Rates are based on the age, species of the pet and the plan type selected.

COMPUTER LOAN PROGRAM
A one-year interest free loan is available for the purchase of a computer from Connection after 6 months of employment.

EMPLOYEE DISCOUNT PROGRAMS
- Employee Store
- Community Events/Programs

Work/Life Programs
Connection wants to help you meet the demands you face on the job and that life brings your way. We offer benefits to help you enjoy and manage responsibilities at work and at home. We can help you stay healthy, have fun, plan for your future, take a break, and get help if you need it. Connection makes it possible through our paid time off and work/life programs.

PAID TIME OFF
Connection recognizes that time away from work can provide valuable psychological and physical benefits. A paid time off program provides employees with flexibility to schedule and manage personal time off needs. Paid time off accrues at the rate of 15 days per year and increases based on length of service. There are seven paid holidays: New Year’s Day, Memorial Day, July 4, Labor Day, Thanksgiving, the Friday after Thanksgiving, and Christmas.

FITNESS REIMBURSEMENT
An annual $50 fitness reimbursement is provided toward a fitness/exercise program.

SMOKING CESSION
This optional program helps people overcome physical, psychological and behavioral addictions to tobacco using a mix of medication support, phone-based coaching and web-based learning and social support. This benefit is available at no cost to employees, spouses, and dependents over age 18.

TUITION REIMBURSEMENT
After you have completed one year of service with Connection you are eligible to participate in the tuition reimbursement program. The program provides reimbursement up to $5,250 or a maximum of 6 courses, whichever comes first, for tuition, lab and registration fees for pre-approved undergraduate or graduate courses that are part of a job-related degree program.

IDENTITY PROTECTION SERVICES
This optional program provides proactive identity and credit monitoring protection offering solutions to defend you and your family from evolving cyber threats that cause data breaches and financial losses.

ADOPTION ASSISTANCE
After you have completed one year of service with Connection you are eligible to take advantage of the adoption assistance plan. Connection offers eligible employees up to $2,000 per calendar year for reimbursement of certain adoption expenses. These expenses include court costs, attorney fees, and other expenses directly related to the legal adoption of a child.
EMERGENCY TRAVEL ASSISTANCE SERVICES
Assist America, Inc. provides worldwide emergency medical and legal assistance services, 24 hours-a-day, 7 days a week, 100 miles or more from home. Medical referrals and prescription replacement assistance are among the services included.

WORK-LIFE BALANCE EMPLOYEE ASSISTANCE PROGRAM
Unum’s work-life balance program includes toll-free or web-based access to professional consultants who can provide confidential advice and assistance, as well as local service referrals when necessary.