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2022 Team Member Support Guide

A Note from the Founder

Hello! Thank you for your interest in working with us.

In the following pages, you'll find a summary of the benefits the Company offers to its team members. While salaries are of course a crucial part of an employee's compensation package, we believe a company's benefits can tell you much more about how a company values its employees. In putting together this package, we worked to select benefits that tangibly demonstrate Digital Masterplanning's commitment to our team members' wellbeing, health, financial security, and enjoyment of their work. I hope this effort will become apparent as you review this summary.

Once again, thanks for taking the time to check us out. We hope to meet you soon!

David B. Wilts

Founder / CEO

January 2022

Support Resources

We're committed to investing in your well-being.

6 Weeks of Time Off

We provide every team member with 20 PTO days and 11 paid holidays. We encourage you to take vacations as needed so that you can be at your best inside and outside of the workplace.

Home Office Setup

To help you set up your home office, we reimburse up to \$750 to cover the purchase of office productivity items such as desks, chairs, computer monitors, keyboards, etc.

Home Internet

Since we know you'll rely on it to do your job, we offer up to a \$75 monthly reimbursement to cover the cost of high-bandwidth Internet for your home office.

Free Lunches

We provide a free lunch to all employees every other Friday. We encourage our team members to enjoy these lunches together to build a stronger Digital Masterplanning community.

Wellness Stipend

To promote your physical and mental health, we offer a Wellness Stipend of up to \$50 per month to use for the following expenses: fitness memberships, consultations and counseling (e.g., nutritionist, mental health), and sports and athletic activities (e.g., soccer leagues).

Additional Compensation

Salaries are just the beginning of our compensation package.

EQUITY

After completing three months with the company, you are eligible to be enrolled in The Application of Nothing's incentive stock option plan.

The incentive stock option plan gives employees the opportunity to become shareholders of the Company at a discounted rate and in a tax-efficient manner, allowing you to directly benefit from the Company's growth and success.

Upon receiving an option grant you will receive an incentive stock option plan packet which will outline the number of options granted, vesting schedule, and exercise terms.

It is our goal that all employees have the opportunity to benefit from their hard work and dedication and to build wealth for their future as they build the future of the company.

BIANNUAL BONUSES

Digital Masterplanning awards bonuses semi-annually based on the company's performance over the previous two quarters. Bonuses will be awarded as a percentage of each team member's salary in cash, shares of company stock at the current market value, or a combination of the two.

Healthcare (U.S. Employees Only)

At Digital Masterplanning, we understand the peace of mind that having robust and affordable health insurance provides. We have carefully chosen medical insurance policies that help our team members be their healthiest, most vibrant selves. The rest of this document will cover the fundamental information you need to know about our health and dental insurance plans.

HEALTH INSURANCE

BlueCross BlueShield of Illinois P503PPO Blue PPO Platinum 119

DENTAL INSURANCE

Delta Dental PPO Platinum Plus Option

Healthcare (U.S. Employees Only)

The monthly premiums displayed below factor in the Company's contribution towards the cost of your insurance.

All healthcare figures are estimates and do fluctuate slightly over time.

PLAN NAME	EMPLOYEE	EMPLOYEE + FAMILY
BCBS IL Blue PPO Platinum 119	\$304.02*	Varies based on the number and age of plan participants.
Delta Dental Platinum Plus Option	\$26.71	\$66.47

*Based on premiums for adults age 30.

Healthcare (U.S. Employees Only)

In-network annual amounts.

PLAN NAME	OFFICE VISIT COPAY	DEDUCTIBLE*	OUT-OF-POCKET MAX
BCBS IL Blue PPO Platinum 119	Primary Care / \$30 Specialist Care / \$60 Preventative Care / \$0	Single / \$250 Family / \$750	Single / \$1,250 Family / \$3,750
Delta Dental Platinum Plus Option		Single / \$50 Family / \$150	\$1,500

*Deductible does not apply to prescriptions.

Healthcare (U.S. Employees Only)

Additional information about our healthcare coverage.

Selected services included in our healthcare coverage

These are areas where our health coverage excels.

- Chiropractic care
- Inpatient and outpatient mental health care
- Infertility treatment
- Bariatric care

Selected services excluded from our healthcare coverage

We're always striving to expand our healthcare coverage, but we want to be transparent about its current limitations.

- Acupuncture
- Long-term care
- Non-emergency care when traveling outside the U.S.

If you'd like more details about coverage or costs, or have any healthcare questions, please don't hesitate to contact us at careers@digitalmasterplanning.com. If you'd like to maintain anonymity, feel free to use a disposable email address.

Disclaimer

The well-being, compensation, and healthcare information contained in this guide is intended to serve as a summary of the available options. All numbers and figures provided herein are estimates and are subject to change in accordance with each individual team member's circumstances. This guide is provided for informational purposes only and is not a contract or guarantee of any team member's eligibility for any particular support resource. Well-being options may be amended, modified, or terminated by Digital Masterplanning at any time and without notice.

Please contact us at careers@digitalmasterplanning.com if you have any questions about our well-being, compensation, or healthcare resources. If you'd like to maintain anonymity, feel free to use a disposable email address.