

● **ALLEGRO MICROSYSTEMS**
BENEFITS OVERVIEW



Innovation with purpose is at the core to everything we do, even down to our benefits. We offer our employees a full comprehensive health plan, programs that support work/life balance, opportunities for community involvement, and continued education programs. We believe that when our employees get ahead, our entire company does too. That's why we take our benefits to the next level.

Health and Medical Plans

We offer health and medical plans that fit your needs. Eligible employees and eligible dependents can take advantage of our offerings upon hire.

We offer a high deductible health plan, coupled with a Health Savings Account (HSA).

We also offer three types of flexible spending accounts (FSA).



Health Savings Account



Personal and Family Medical Plans



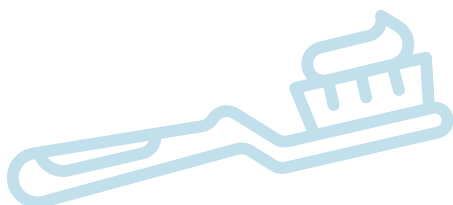
Flexible Spending Accounts

Dental and Vision Plans

We offer dental and vision plans that fit your needs. Eligible employees and eligible dependents can take advantage of our offerings upon hire.

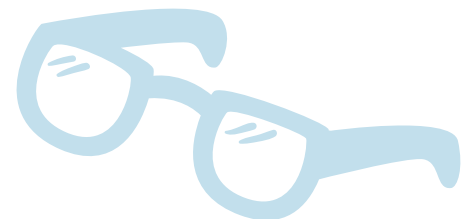
Dental Coverage

Smile! We offer a comprehensive dental plan to ensure your dental health.



Vision Coverage

Look! Our vision plan helps offset the costs of an annual eye exam, prescription glasses, and contact lenses.



Work Life Balance

We believe in helping our employees stay happy and healthy. That's why we offer paid time off and sick days, family leave, and community giving opportunities.



Sick Leave



Parental Leave



Paid Holidays



Matching Gift Program



Volunteering Programs



Family Leave

Supplemental Benefits and Coverage

Accident

Coverage for unexpected injuries



Critical Illness

Coverage for times when a member experiences a serious illness



We're committed to helping you and your family live healthier lives.

- Wellness activities and challenges
- Discounts on fitness products
- On-site exercise amenities (select locations)
- On-site subsidized healthy snack / meal options (select locations)
- Employee portal showcasing activities, challenges, webinars, and wellness information

Health Advocacy Program

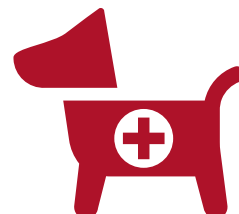
Get help with insurance-related issues, including Medicare assistance, and medical claim resolution.

Employee Assistance Program (EAP)

Balance your work and life. Our EAP program provides free, confidential counseling and short-term assistance when you're dealing with work-related stress, having family problems, planning for retirement, and much more.

Pet Insurance

We offer wellness and emergent care coverage, with pet insurance plans at an exclusive group rate.



Education and Career Development

We believe in continued learning and professional development. Whether you're pursuing an advanced degree or working to learn a new skill, we're here to support you.

- Tuition Reimbursement Assistance
- Student Debt Assistance



Income Protection and Financial Well-Being

- Retirement Plan
- Employee Stock Purchase Plan (ESPP)
- Life Insurance
- Legal Assistance
- Accidental Death & Dismemberment (AD&D)
- Identity Theft Protection Plans
- Company-Paid Disability Coverage



SEE HOW ALLEGRO IS MOVING THE WORLD
TOWARD A SAFE AND SUSTAINABLE FUTURE



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