



2026 Benefits Summary

This benefits summary covers TechAnax employees in Non-Service Contract Act (SCA) labor positions. TechAnax employees in SCA positions need to review the summary directly related to those positions.

HEALTH, DENTAL, AND VISION INSURANCE

- **Anthem Blue Cross and Blue Shield Platinum PPO.** TechAnax covers 80% of the employee, spouse, and dependent premium for insurance coverage.
- **Anthem Blue Cross and Blue Shield Platinum PPO Network: KeyCare.**

Anthem Platinum PPO DED 450/MOOP 2400, Contract Code: 8F32	
Member Categories	Monthly Premium
Employee Only	\$1,004.64
Employee/Spouse	\$2,009.28
Employee/Children	\$1,959.05
Family	\$2,963.69

- **Anthem Blue Cross and Blue Shield Gold PPO Network: KeyCare.**

Anthem Gold PPO NO DED/MOOP 7100, Contract Code: 8F2C	
Member Categories	Monthly Premium
Employee Only	\$928.67
Employee/Spouse	\$1,857.34
Employee/Children	\$1,810.91
Family	\$2,739.58

- **Anthem Blue Cross and Blue Shield Silver PPO Network: KeyCare.**

Anthem Silver PPO DED 2500/MOOP 9100, Contract Code: 8F4D	
Member Categories	Monthly Premium
Employee Only	\$755.79
Employee/Spouse	\$1,511.58
Employee/Children	\$1,473.79
Family	\$2,229.58

- **Alternative Option for VA Employee ONLY.** TechAnax offers the Anthem HealthKeepers plan to Virginia employees, covering 80% of the total premiums. This plan now includes expanded access through the national BlueCard PPO network, with over 1.7 million providers nationwide. Use in-network BlueCard PPO providers, while continuing with HealthKeepers in Virginia. In-network rates now apply to all covered services (not just urgent/emergency care) outside Virginia. BlueCard PPO labs are
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2026 Benefits Summary

available out-of-state; in Virginia, Labcorp is the only in-network lab. Updated HealthKeepers cards will display the PPO icon for easier out-of-area access. In-network benefits are automatically applied outside Virginia. **This update applies exclusively to Virginia-based employees.**

- **Anthem HealthKeepers and Blue Shield Platinum PPO Network: KeyCare.**

Anthem HealthKeepers Platinum NO DED/MOOP 3000 (VA Only), Contract Code: 8F2M	
Member Categories	Monthly Premium
Employee Only	\$963.68
Employee/Spouse	\$1,927.36
Employee/Children	\$1,879.18
Family	\$2,842.86

- **Anthem Classic Dental Plan.** TechAnax covers 80% of the employee, spouse, and dependent premium for insurance coverage. These numbers are only guidelines, actual premium will be determined through the application submission process.

Anthem Dental Classic Complete VA-2DC Contract Code:266B	
Member Categories	Monthly Premium
Employee Only	\$41.59
Employee/Spouse	\$84.85
Employee/Children	\$101.18
Family	\$150.26

- **Anthem Vision Plan.** TechAnax covers 100% of the employee, spouse, and dependent premium for insurance coverage. Coverage includes Exams, Lenses, and Frames once a year. \$20 exam co-pay, \$20 Lens co-pay, \$130 allowance for frames & and \$130 allowance for lenses (in-network). See the Anthem portal for specific procedures and limitations.

Anthem Blue View Vision Plan A5 Contract Code:0RHT	
Member Categories	Monthly Premium
Employee Only	\$7.43
Employee/Spouse	\$13.41
Employee/Children	\$12.07
Family	\$20.47

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2026 Benefits Summary

WORKERS COMPENSATION

- By the applicable state law, TechAnax pays 100% of the premium.

RETIREMENT PLAN

- 401(k) Qualified Retirement Plan – TechAnax offers both a traditional tax-deferred 401(k) plan in which you may contribute to your 401(k) plan with pre-tax dollars and a Roth 401(k) option in which you may contribute to your 401(k) plan with after-tax dollars. TechAnax can either match your contribution or elect to contribute to the Profit-Sharing Plan for the Plan Year.).
- You are eligible to participate in the salary deferral part of the 401(k) plan on the 1st day of the month on or following your date of hire. To be eligible for the company matching contribution, you must participate in the 401(k) plan at any time during the Plan Year (the period January 1- December 31) and be employed on the last day of the Plan Year.
- Company matching contributions vest annually.

LIFE, ACCIDENTAL DEATH AND DISMEMBERMENT, AND SHORT AND LONG-TERM DISABILITY INSURANCE

- TechAnax covers 100% of the \$50,000 life and accidental death and dismemberment insurance policies through UNUM.
- Short-term and long-term disability insurance is paid 100% by TechAnax for the employee's benefit.

TRAINING AND EDUCATION PROGRAMS

- **Certification Reimbursement.** Certification reimbursement is available for employees who wish to maintain their technical relevancy and improve their knowledge, skills, and abilities by continuing education toward accredited certifications. The maximum reimbursement is \$2,000 per calendar year, with a service commitment of \$200 per calendar month worked until the total reimbursement amount is repaid.

PAID HOLIDAYS

- New Year's Day
- Martin Luther King Day*
- Presidents' Day
- Memorial Day
- Juneteenth Day
- Independence Day
- Labor Day
- Columbus Day*
- Veterans Day*
- Thanksgiving Day
- Christmas Day

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***Floating Holidays:** Subject to customer requirements & PM approval, you may substitute your birthday, Inauguration Day, the day after Thanksgiving, the day before Christmas, and/or the day after Christmas for one or more of three floating holidays, provided you do not exceed 10 holidays in the calendar year.

PERSONAL LEAVE PLAN

- Personal Leave enables you to accrue days off in a single account and use them according to your personal needs. Your leave hours are accrued proportionally on a pay-period-by-pay-period basis.
 - Employed less than 3 years: 120 hours of personal leave.
 - Employed more than 3 years: 160 hours of personal leave.

MISCELLANEOUS LEAVE

- **Bereavement Leave.** Up to three days per bereavement event per year.
- **Jury Duty.** The difference between your salary and jury fee for up to 10 days.
- **Military Leave.** Leave without pay, continued benefits.