

VETERAN COMMITMENT & MILITARY SERVICE POLICY

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1.0 WELCOME

MBL Technologies Inc. (hereinafter referred to as 'MBL') believes that each employee contributes directly to MBL's growth and success, and we trust that you will take pride in being a member of our team.

Our commitment to recognizing and appreciating military service is deeply rooted in our corporate identity and culture. At MBL, we support job training, active duty and reserve service engagements, and professional education. Our employees active in military service receive our commitment to their standing, compensation, and benefits during any leave for military service.

As an Equal Opportunity Employer, MBL is committed to providing the basic employment and reemployment services and support set forth in the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). Employees who serve in U.S. military organizations or state militia groups such as the National Guard may take the necessary time off to fulfill their obligation and will retain their legal rights for continued employment under existing laws.

This Veteran Commitment and Military Service Policy provides basic information about MBL's commitment and policy for veterans and service members of the armed forces.

2.0 Commitment to Veterans

MBL is committed to supporting our employees who have served. We have tools and policies to support the veteran's successful onboarding into our employee family and with their project team. We have resources and support structures to enable veterans to develop professionally throughout the year and their time at MBL.

2.1 Onboarding

MBL understands that transition to civilian life can create questions and new exposure to corporate guidelines and requirements. MBL will offer each onboarding veteran an orientation to corporate policies, procedures, and introduction to the culture of their new workplace.

MBL will provide veterans with an opportunity to participate in a customized workshop to guide them on navigating our organization and their role including discussion of terminology, acronyms, and jargon. Our workshop will review written and unwritten professional expectations and review professional development resources and options for career paths.

MBL will offer the manager and project team of the new veteran hire a workshop to support the team to understand the veteran's military background, and the veterans' military skills and strengths.

2.2 Continuing Professional Education

MBL is committed to providing professional development opportunities for its employees. The MBL Training and Professional Development Policy outlines MBL practices with regard to professional development, training, and tuition and education reimbursement. This includes policies specific to the approved uses of training time, the process for requesting time off for training events, and tuition and education requests for reimbursement to aid employees in achieving their professional and education goals.

3.0 Employees Called to Active-Duty Service

MBL is committed to continuing the policies and services for healthcare, disability, and life insurance during an individual's call to active-duty military service. A call to military service is a qualifying life event (QLE) and individuals called to service have the option to enter or change benefit elections at that time. MBL will continue to pay the employer portion on costs associated with the healthcare, disability, and life insurance for employees enrolled in MBL benefits.

3.1 Compensation

The employee will be paid the difference between total military compensation (i.e., base pay and allowances) and MBL salary, for a maximum of ten (10) business days per year.

In the event an employee is required to serve in excess of ten (10) days on active duty, an employee may elect to use their accrued PTO or take leave without pay.

As an Equal Opportunity Employer, MBL is committed to providing the basic employment and reemployment services and support set forth in the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). This allows employees that are called to active duty to continue benefits and count credited service for retirement planning purposes.

3.2 Healthcare

Throughout the service member's active-duty assignment, MBL will pay for the entirety of healthcare costs (employer and employee responsibilities). When the employee returns from active-duty service,

MBL and the employee will discuss and make arrangements for how the employee will address the missed premiums.

3.3 Benefits

Throughout the service member's active-duty assignment, MBL will pay for the entirety of benefit costs (employer and employee responsibilities). When the employee returns from active-duty service, MBL and the employee will discuss and make arrangements for how the employee will address the missed premiums.

3.3.1 Life Insurance

For employees enrolled in MBL's life insurance benefit, the employer contributions will continue during active-duty service. MBL provides this benefit at no cost to the employee. There are no employee premiums that would require the employee to contribute financially to this benefit while called to active service.

3.3.2 Disability

For employees enrolled in MBL's disability benefit, the employer contributions will continue during active-duty service. MBL provides this benefit at no cost to the employee. There are no employee premiums that would require the employee to contribute financially to this benefit while called to active service.

3.3.3 Retirement/ 401K

For employees enrolled in MBL's retirement savings plan, the employer contributions will continue during active-duty service. MBL will not provide matching during this time unless the employee is making contributions.

3.3.4 Paid Time Off

Paid time off is not accrued during a service member's active-duty assignment. Any earned PTO time accrued pre-deployment will remain fully available to the employee upon return from active-duty service.

3.3.5 Employee Assistance Plan (EAP)

All employees will continue to be enrolled and receive full EAP services during active-duty service.

3.4 Post-Deployment Return to Employment

3.4.1 Re-orientation

Employees returning from time away due to active-duty service are offered a re-engagement orientation to review and discuss any changes to the organization, policies, and operations that may have occurred during their absences. Our Human Resource representatives will ensure that the returning employee has access to the relevant employee resources (portals, policies, learning tools) and review needed decisions benefit arrangements and payments (as applicable).

The project team will also provide the returning employee with a re-engagement orientation to review the latest team members, task status and priorities, and project objectives.

