



Total Compensation and Benefits Summary (Effective January 1, 2024)

RPX is committed to providing our employees with a comprehensive and competitive total compensation and benefits package. Our compensation and benefits philosophy is based on attracting and retaining top talent, and is designed to recognize and reward individual and team achievements, contributions, and excellence, while also providing a rich set of benefit options that are flexible enough to meet each employee's unique priorities and needs.

Incentive Compensation Bonus Plan

- Eligibility:** Regular, full-time employees
- Effective Date:** Annually, generally paid the beginning of the calendar year (for the previous year) if performance metrics are met
- Payout:**
- Discretionary bonus (amount based on company and individual performance and is not guaranteed)
 - Prorated the first year based on date of hire
 - One-time option to defer payment to your active 401(k) account

Long Term Incentive Plan (LTIP)

- Eligibility:** Regular, full-time employees; LTIPs are not always awarded as part of a new hire offer
- Effective Date:** The grant date of the LTIP award
- Payout:**
- Your first year accrual is paid on the satisfaction of your cliff date and thereafter, vesting occurs quarterly on: February 15th, May 15th, August 15th & November 15th of each year.

Group Health Insurance: Medical (HMO/PPO/HDHP + HSA); Dental; Vision (Core/Buy-Up)

- Eligibility:** Regular, full-time and Temporary, full-time employees; Regular, part-time, Temporary, part-time and Seasonal employees regularly scheduled to work at least 20 hours per week
- Effective Date:** First day of employment
- Contribution Levels:**
- See chart below for employee monthly contribution costs
 - For employees enrolled in the HDHP, RPX will contribute a flat dollar amount based on your level of coverage

Monthly Contributions: What You Have To Pay Each Month

MEDICAL PLAN	EMPLOYEE ONLY	EMPLOYEE + SPOUSE	EMPLOYEE + CHILD(REN)	EMPLOYEE + FAMILY
Aetna PPO 250	\$50.00	\$495.00	\$365.00	\$750.00
Aetna HSA 2000	\$0.00	\$385.00	\$285.00	\$585.00
Aetna HMO 10	\$50.00	\$480.00	\$350.00	\$725.00
Kaiser Permanente HMO 20	\$35.00	\$320.00	\$290.00	\$525.00
Employer HSA Contribution	\$175.00	\$250.00	\$250.00	\$250.00
DENTAL PLAN				
Aetna Dental	\$0.00	\$29.00	\$35.00	\$61.00
VISION PLAN				
VSP Buy-Up Plan	\$3.00	\$9.00	\$10.00	\$17.00
VSP Core Plan	\$0.00	\$4.00	\$4.00	\$7.00

Total Compensation and Benefits Summary (Effective January 1, 2024)

Medical Benefit Waiver Credit

Eligibility:	Regular, full-time employees; Regular, part-time employees who are regularly scheduled to work at least 20 hours per week who waive medical coverage offered by RPX
Effective Date:	First day of employment
Offerings:	<ul style="list-style-type: none">Receive \$300 credit per month (\$150/ pay period)

Other RPX Paid Coverage: Life/AD&D; Short- & Long-Term Disability; Employee Assistance Program (EAP); Worldwide Travel Assistance Program

Eligibility:	Regular, full-time employees; Regular, part-time employees who are regularly scheduled to work at least 20 hours per week
Effective Date:	First day of employment
Offerings:	<ul style="list-style-type: none">Life/AD&D insurance coverage up to 2x annual salary+commissions+bonusShort- & Long-Term Disability coverage to 60% of earnings up to specified maximumsEmployee Assistance Program (EAP) coverage up to three (3) free face-to-face visits per year, per incident, per covered dependentTravel Assistance through Generali Global Assistance

Optional/Employee Paid Coverage: Supplemental Employee, Spouse, & Child Life/AD&D; Supplemental Short- & Long-Term Disability

Eligibility:	Regular, full-time employees; Regular, part-time employees who are regularly scheduled to work at least 20 hours per week
Effective Date:	First day of employment
Offerings:	<ul style="list-style-type: none">Life/AD&D supplemental insurance coverage up to designated maximum and guaranteed issueShort- & Long-Term Disability coverage to 66 2/3% of earnings up to specified maximums

Flexible Spending Account

Eligibility:	Regular, full-time and Temporary, full-time employees; Regular, part-time, Temporary, part-time and Seasonal employees who are regularly scheduled to work at least 20 hours per week
Effective Date:	First day of employment
Contribution Levels:	Employee pre-tax deductions for unreimbursed health expenses up to \$3,200 annually and dependent care coverage up to \$5,000 annually

401(k) and Roth 401(k) Retirement Plans

Eligibility:	Regular, full-time and Regular, part-time employees who meet age and hours-worked requirements
Effective Date:	Regular, full-time: First payroll of the month following completion of three (3) months of service Regular, part-time: First payroll of the month following completion of 1,000 work hours within the computation period
Contribution Levels:	<ul style="list-style-type: none">Employee pre-tax deductions up to a combined maximum of \$23,000 for the 2024 calendar year

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- The catch-up contribution limit for employees aged 50 and over within the calendar year is \$7,500
- Traditional pre-tax, Traditional Roth after-tax and/or Super Roth after-tax options
- The company match is determined annually by the Board of Directors

401(k) Match

Eligibility:	RPX 401(k) participants who are employed with RPX on the last day of the calendar year
Effective Date:	Typically the last pay day of the calendar year
Match Amount:	Subject to plan provisions and Board approval

Commuter Benefits

Eligibility:	Regular, full-time and part-time employees; Temporary, full-time and part-time employees
Effective Date:	First day of employment
Contribution Levels:	Employee pre-tax deductions up to \$315/month for transit/vanpool passes and/or \$315/month for parking

Hourly Paid Time Off (PTO)

Eligibility:	Hourly, non-exempt employees
Effective Date:	Accrual begins first day of employment and caps at 204 hours
Accrual Amount:	<ul style="list-style-type: none">• accrue 0.066 hours per hour worked (up to 5.67 hours per pay-period)• See the Hourly PTO Policy for more details

Flexible Paid Time Off (FPTO)

Eligibility:	Salaried, exempt employees
Effective Date:	First day of employment
Details:	<ul style="list-style-type: none">• Up to 3 consecutive weeks of FPTO based on your regular work schedule may be taken at any given time, subject to the needs of the business and approval by management• FPTO is not accrued, cannot be carried over to another year and it not paid out upon termination• FPTO can be used towards sick time• See the FPTO Policy for more details

Medical Disability Leave

Eligibility:	Regular, full-time and Regular, part-time employees who have reached one (1) year of service with RPX
Effective Date:	Following completion of one (1) year of service and approval for short-term medical disability payments by our carrier, The Standard
Days Paid:	<ul style="list-style-type: none">• Up to six (6) weeks of supplemental paid time off per 12-month period• See the LOA Policy and Salary Continuation Policy for more details

Total Compensation and Benefits Summary (Effective January 1, 2024)

Paid Family Leave

- Eligibility:** Regular, full-time and Regular, part-time employees who have reached one (1) year of service with RPX
- Effective Date:** Following completion of one (1) year of service
- Days Paid:**
- Up to six (6) weeks of supplemental paid time off per 12-month period
 - See the LOA Policy & Salary Continuation Policy for more details

Sick Days

- Eligibility:** Hourly, Regular, full-time and part-time employees; Hourly, Temporary, full-time and part-time employees
- Effective Date:** First day of employment
- Days Paid:**
- 24 hours paid for sickness (if based outside of CA)
 - 40 hours paid for sickness (if based in CA)

Holidays

- Eligibility:** Regular, full-time employees; Temporary, full-time employees
- Effective Date:** First day of employment
- 2021 Days Observed:**
- In 2024, RPX will offer 12 holidays which includes 1 Flexible Holiday and the following days off:
 - New Year's Day, Spring Equinox, Memorial Day, Juneteenth, Independence Day, Labor Day, Election Day*, Thanksgiving, Day After Thanksgiving, Christmas Eve, Christmas, New Year's Eve
 - *Note:
 - Election Day is observed every US Presidential Election Year
 - Regular & Temporary, Part-Time Employees are given up to 5 Flexible Holidays (40 hours), pro-rated on an employee's start date and hours worked

Jury Duty & Witness Leave

- Eligibility:** Regular, full-time employees
- Effective Date:** First day of employment
- Days Paid:**
- Non-Exempt: Up to five (5) days paid for jury or witness service
 - Exempt: Paid full salary unless they are absent for a full week and perform no work

Bereavement Leave

- Eligibility:** Regular, full-time employees
- Effective Date:** First day of employment
- Days Paid:**
- Up to five (5) days paid for the death of a spouse, domestic partner, child, parent, legal guardian, sibling, sibling's child, grandparent, grandchild, or mother-, father-, sister-, brother-, son-, or daughter-in-law

Total Compensation and Benefits Summary (Effective January 1, 2024)

Volunteer Days

- Eligibility:** Regular, full-time employees
Effective Date: First day of employment
Days Paid:
- Up to three (3) days paid to volunteer and give back to the community
 - Note: Charity golf tournaments are exempt from this benefit

Voting Time

- Eligibility:** Hourly, non-exempt employees
Effective Date: First day of employment
Days Paid:
- Up to two (2) hours paid

Employee Referral Program

- Eligibility:** Below VP level; Regular, full-time and part-time employees; Temporary, full-time and part-time employees; Seasonal employees
Effective Date: First day of employment
Payout:
- \$3,500 - \$5,000 bonus for full-time referrals who complete three (3) months of service. Amount is determined based on the requisition.
 - Hiring Managers and Human Resources personnel are not eligible

Fitness Reimbursement

- Eligibility:** Regular, full-time employees; Regular, part-time employees
Effective Date: First day of employment
Payout:
- Up to \$50 a month towards the cost of your gym membership, fitness classes, fitness gear, home exercise equipment, monthly subscriptions for home exercise equipment, or exercise streaming apps (e.g., Peloton, Mirror, Echelon, Crunch Live, CorePower Yoga, etc.).
 - See the Fitness Reimbursement Policy for more details

Cell Phone Reimbursement – Service Plan

- Eligibility:** Regular, full-time and part-time employees; Temporary, full-time and part-time employees
Effective Date: First day of employment
Payout:
- Up to \$125 monthly towards the employee's cell phone service for work related use if the employee's phone includes a data plan that enables them to receive email from the RPX network
 - See the Travel & Expense Policy for more details

Total Compensation and Benefits Summary (Effective January 1, 2024)

Cell Phone Reimbursement – Device

Eligibility:	Regular, full-time employees; Regular, part-time employees
Effective Date:	First day of employment
Payout:	<ul style="list-style-type: none">Up to \$250 for the purchase of one smart phone every two (2) years when employees incur an upfront charge under the traditional “lease” method.See the Travel & Expense Policy for more details

RPX Gives – Matching Gift Program

Eligibility:	Regular, full-time employees; Regular, part-time employees
Effective Date:	First day of employment
Payout:	Dollar to dollar match for qualifying tax-exempt organizations

Other Benefits and Perks

- **Apple** – As an RPX employee, you are eligible for discounts on certain accessories purchased at the Apple retail store. Use our customer ID # 22226006762622, or the QR code below when making purchases.



- **AT&T & Verizon Wireless** – As an RPX employee, you are eligible to receive corporate discounts on certain services with both AT&T (at 8% by signing up <https://www.wireless.att.com/business/enrollment>) and Verizon (at 18% by signing up www.verizonwireless.com/discounts). Keep in mind these discounts will override and replace any current corporate/government discounts employees may be receiving. You may also receive discounts on certain accessories at either store. Show your Company ID for verification.
- **Celebrations** – Celebrate our successes all-company gatherings, and team building events
- **CorePower Yoga** – RPX employees are eligible to receive 20% off All Access membership and class packs. Membership and Class Pack pricing varies by location and are subject to change. Please refer to the Benefits SharePoint Page for more details.
- **Fetch** – discounts on pet insurance premiums
- **Food** – Fully stocked kitchen, once a month company sponsored lunch, and dinner for those late nights in the office (after 8pm)
- **Financial Services** – Wells Fargo offers a variety of financial resources to employees who bank with Wells Fargo, including workshops and webinars to help you manage your personal finances, a financial health banker to consult via phone, and access to billions of dollars in scholarship funding. Please visit the Benefits Page on Sharepoint for more information.
- **Hyatt** – Since RPX is a Boston Properties tenant, RPX employees are eligible to receive a discounted room rate at the Hyatt Regency San Francisco. Please use the corporate/group code number 69772 when booking.
- **Ladder** – offers term life insurance to employees aged 20-60 at a personalized price, that can flex as your needs change. Coverage amounts from \$100k to \$8 Million.
- **Origin** - RPX employees have access to financial wellness platform, which includes unlimited 1-on-1 support with a Certified Financial Planner™. Key services include financial planning tools, financial wellness webinars and promotional materials.

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- **SmartSpend by PerkSpot** – discounts on travel, entertainment, electronics, gym memberships, and much more.
- **SoFi** – a one-stop platform to help you during key moments, such as navigating loans, tracking your money and planning for college.
- **Swag** – As a way to say “welcome to the team”, new hires will receive an RPX logoed Patagonia jacket and S'well water bottle
- **Transportation** – For those late nights in the office (after 8pm), we will cover the cost of your ride home