SOMOS®

ENRICH, ENGAGE & EVOLVE

Writing Our Story

When innovative people join forces,
amazing things are possible.

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Outstanding Benefits

The benefits that Somos employees enjoy are designed to make sure you and your family members are healthy – physically, emotionally, financially and socially. It's our job to take care of our people, and it's a job that we take seriously.

* This report provides an overview of Somos' plans and policies. Please refer to the official documents for full details and specifics.

Total Rewards

Physical

- 100% employer paid premiums for medical, dental and vision coverage for you AND your dependents
- Employer HSA contributions designed to fully offset your medical deductible
- Free membership for on-demand fitness classes

Emotional

- Free counseling available through our Employee Assistance Plan
- Free membership to Calm app
- Free membership for on-demand meditation and yoga classes
- Unlimited Flexible Time Off
- Adaptable work schedules to support your lifestyle

Financial

- Employer contributions to 401(k) averaging 6% regardless of employee deferral
- 3x base salary life insurance
- Employer paid Short-and Long-Term Disability, replacing 100% of employee income
- Funding your ambitions through professional development, tuition assistance and loan repayment

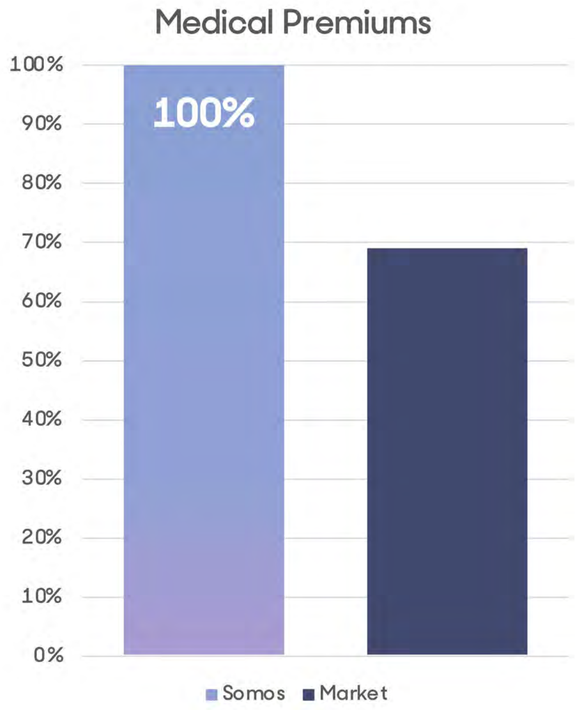
Social

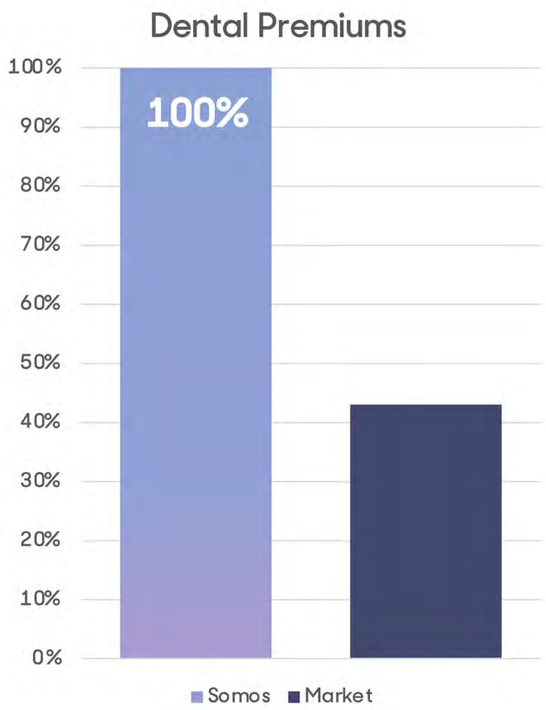
- Monthly virtual 'Watercooler' sessions
- Hybrid Departmental Meet-Ups and All Company Get-Togethers
- Regional hubs available for optional in-person meetings or individual workspace
- Building bonds through fun and engaging virtual team activities

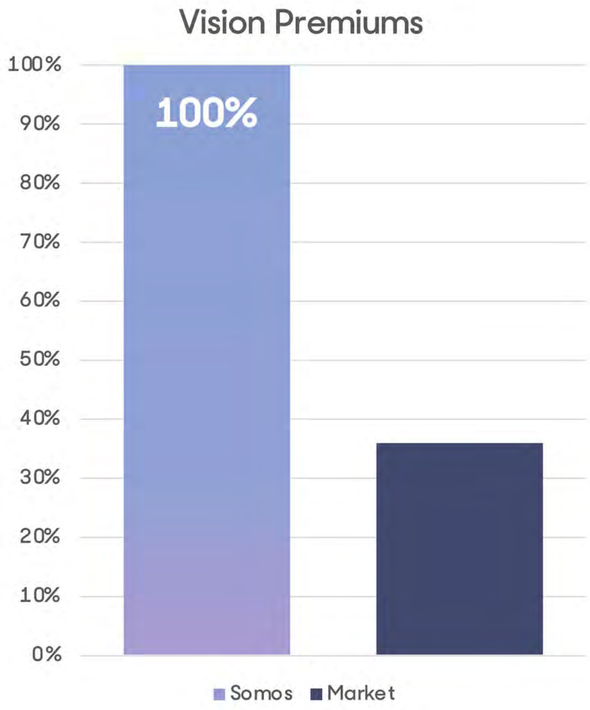
Health Benefits

Keep more of your paycheck with Somos' generous employer premium contributions!

100% of healthcare premiums covered by Somos!





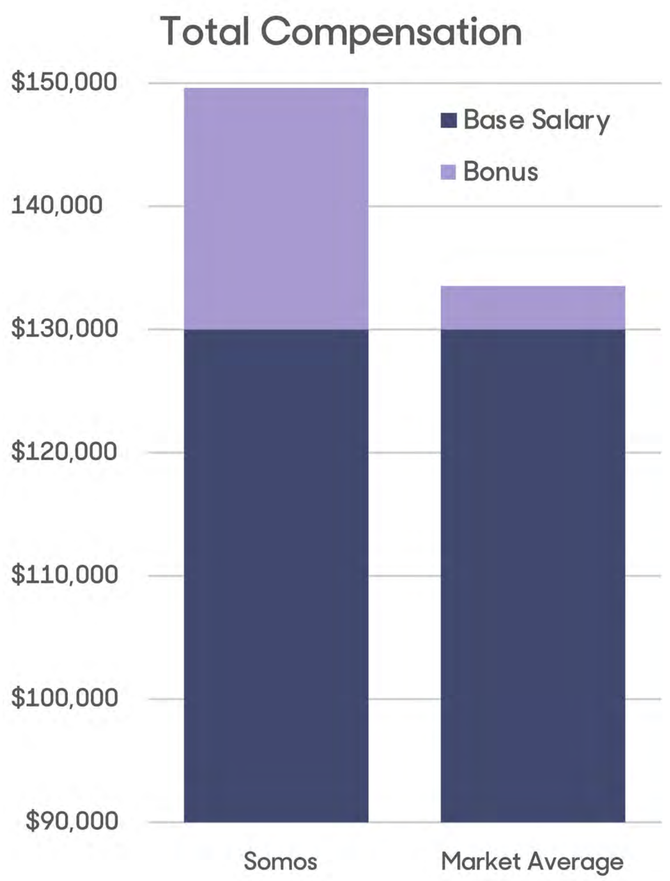


Health Savings Account (HSA) Contributions

At Somos, we match your HSA contributions to your medical deductible – putting health savings within reach!

Financial Benefits

With total compensation that exceeds the market*, Team Somos can do MORE with their paycheck!



*2024 Mercer compensation data, May 2024

That's an extra $14,690. That'll get you:

2,690 cups of coffee

40 domestic plane tickets

4,548 gallons of gas

Time Off and Leave Plans

Team Somos can enjoy the freedom to balance work and life with our Unlimited Flexible Time Off policy – no limits, no set days, just the time you need when you need it!

Somos is committed to helping our team take care of themselves and their families. We provide 100% paid Short Term Disability, Long Term Disability and Paid Family and Medical Leave to ensure our team can focus on what's important!

Somos is dedicated to supporting families every step of the way

- Somos offers 12 weeks of Paid Family and Medical Leave to allow team members to focus on their health and welfare, as well as to care for their family members.

- We celebrate all paths to parenthood and offer a $10,000 stipend to help team members with fertility treatments or adoption expenses.

Michele

"I took about 4 months of maternity leave, and the support from Somos and my teammates was invaluable. My team stepped up to keep things running smoothly, and our HR team was fantastic in addressing all my benefit questions, even helping me to add my new baby as a dependent! But most importantly, Somos provided me the space I needed without interruptions, allowing me to bond with my child and focus on my recovery. All of this made my return to Somos stress free!"

Additional Voluntary Benefits

We provide a wide range of benefits to choose from, ensuring you're covered at every age and stage of life!

Pet Insurance

Pets are family too! Which is why they should be eligible to receive health insurance like any other family member. Somos has partnered with the American Society for the Prevention of Cruelty to Animals (ASPCA) to offer pet health insurance plans to team members.

Tuition Reimbursement & Student Loan Repayment

At Somos, we invest in your future with tuition reimbursement programs and student loan repayment benefits, helping you grow your skills while easing the burden of education costs.

Identity Theft Protection

Your personal data security matters. That's why we offer comprehensive Identity Theft Protection through Norton LifeLock, including credit monitoring, dark web surveillance, a secure VPN, and more – so you can focus on life with peace of mind, knowing your data is protected.

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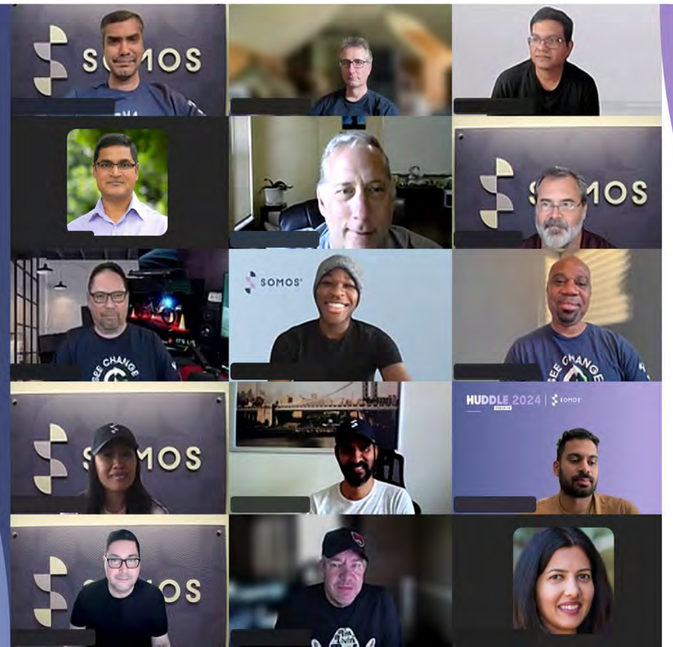
The Somos Spirit

Somos isn't just another place you go to work. We're a team made up of amazing talent connected by shared values and goals. Where people contribute to something bigger than themselves. In a world driven by intense competition, our culture of innovation and inclusivity sets the stage for truly transformative work.

Virtual First

At Somos, we champion a Virtual First strategy, prioritizing virtual interactions—video, audio, and messaging—as our primary modes of collaboration. This approach ensures equal participation and prevents the creation of two classes of employees based on physical presence. While we value virtual engagement for its democratizing effect and flexibility, we also recognize the importance of meaningful and intentional in-person meetings. These gatherings are strategically planned for team-building, customer collaboration and development. Our goal is to build a Virtual First model that supports a balanced, inclusive and effective workplace where every team member can thrive.



Employee Experience

Onboarding

We make sure every new team member feels welcomed and informed, with leadership personally introducing our strategy and products to show how you'll contribute to the bigger picture. Through tailored sessions, you'll quickly get immersed in Somos' history, culture, products, and customers. Plus, with fun swag, treats, and personalized IT support on day one, we ensure your career at Somos starts off strong!

Recognition

At Somos, we provide a dynamic, interactive tool for team members to recognize and reward each other with points. Whether you want to thank a colleague, celebrate a win, or highlight a team's achievement, these gifted points can be redeemed for a variety of gift cards, Somos swag, or to make charity donations.

Intentional Culture

Our culture is one of our Superpowers, driven by our core values and the diverse backgrounds of our team. Monthly Somosian Updates keep us connected with news on new hires, company achievements, and business developments. Additionally, our optional annual in-person events strengthen relationships and celebrate our collective success.

"At Somos, we believe that growth is a shared journey. Our Culture of Learning ensures that every team member has access to the resources, training and support needed to keep evolving, both personally and professionally. We empower our employees to stay curious, take ownership of their development and continuously refine their skills to stay at the forefront of industry innovation. By fostering a culture where learning is constant and encouraged, Somos not only invests in our employees but in the future of our company and the communities we serve."

Anders
VP, Agile Evangelist

Rewards & Recognition

- Milestone celebrations to recognize team member contributions
- Celebrate accomplishments and learnings through peer recognitions to inspire continuous growth
- 12 company paid Holidays and Summer Fridays
- Daily "kudos" and "thank you for a job well done"
- Unlimited Flexible time off
- Generous Employee Referral Program

Intentional Culture

- The diverse backgrounds and unique experiences of our employees help to foster a rich and inclusive environment
- Monthly all-hands virtual zoom sessions to connect as a company
- Intentional in-person company gatherings for team building
- Grounded in our core values:
  - Count On Us
  - Go Further Together
  - Be Objectively Objective
  - See Change, Be Change
  - Build the Bridge
- Fostering a culture of giving back and making a positive impact on the communities we serve

Somos Recognized for Excellence

At Somos, our culture is rooted in care, collaboration and empowerment. We believe in creating an environment where every voice matters, every perspective adds value and every individual is supported to grow and lead with confidence. It's this shared commitment to trust and well-being that shapes who we are and it's why our people continue to make Somos a place where meaningful work happens, together. Because of this, we're proud to be recognized for excellence – not as the goal, but as a reflection of the culture Team Somos has built together.

Great Place To Work® Certified™

FORTUNE BEST WORKPLACES IN NEW YORK™ 2024

THE BELL SEAL FOR WORKPLACE MENTAL HEALTH
MHA Mental Health America
2025 PLATINUM

Championing Transparency

Transparency is critical for fostering trust and alignment within a team. By openly sharing information and being transparent about our goals, strategies and challenges, we ensure that everyone is on the same page and working towards the same objectives.

This open communication not only keeps the team informed but also empowers each member to contribute more effectively, as they understand how their efforts fit into the broader vision.

We support this by hosting:

- Annual Huddles to start the year and ensure that all team members understand the company's key objectives and goals
- Monthly Somosian Updates to share updates, progress and insights that support our goal achievements. These monthly meetings also provide us an opportunity to celebrate learnings
- Annual Department Meet Ups to foster collaboration and engagement and to provide a platform to review department goals and priorities

Trusted Connections

At Somos, building trusted connections isn't just what we do for the telecom ecosystem. Building trusted connections within our team is a fundamental strength that drives our success. These strong, genuine relationships enable us to collaborate effectively, share insights and support each other in achieving our goals. By fostering a culture of mutual respect and reliability, we ensure that our efforts are impactful and that we continue to make significant contributions both within the company and beyond.

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Let's Grow Together

At Somos, building programs to help you foster individual development and continuous growth is paramount. By supporting you in reaching your full potential, we believe our organization can achieve sustainable success together.

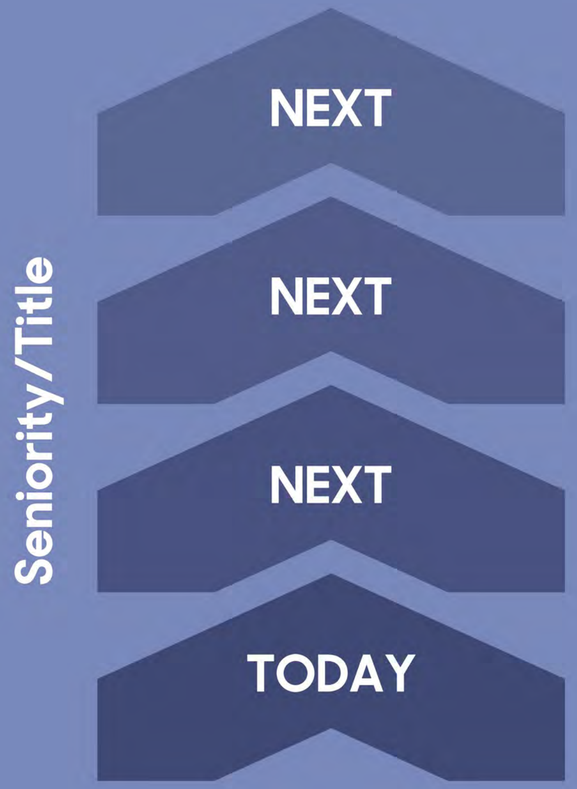
Career and Skill Enablement Framework

Provides a Blueprint for Understanding Opportunities

Traditional Career Path

Suk Yee

"As a first-generation immigrant, I pursued Computer Science, earning both a Bachelor's and Master's degree. I joined Somos as a Sr. Technical Operations Manager and grew into my current leadership role as VP of Cloud Operations. I firmly believe in continuous evolution and seizing opportunities to explore career growth. It's important to communicate your goals and the skills you want to develop. Remember, leadership isn't about a title – it's about your attitude and how you show up."



Somos Career/Skill Enablement Project

Vanessa

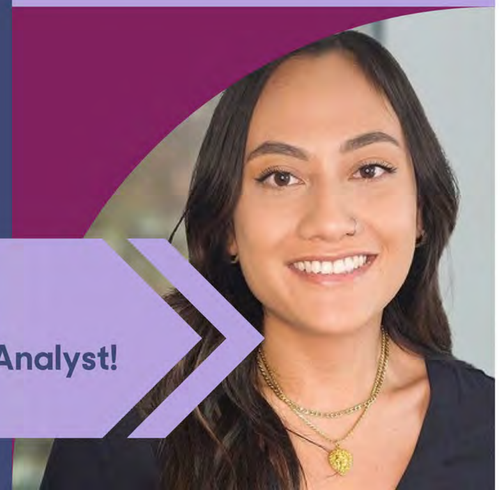
"I started at Somos as an Executive Assistant. I went to school for business management and have always considered myself a servant leader. When I joined Somos, I had a very supportive leader who believed in my abilities and encouraged me. I was given the opportunity to job shadow a Scrum Master before being offered the role. My new team provided me with hands on mentoring and coaching, and I have grown so much personally and professionally. I am thankful to Somos for helping me to grow my career!"

Victoria

"I was given real projects from day one and got the chance to see many of them come to fruition. The team instilled a sense of confidence in me not only with technical skills but also my own creative ideas and perspectives by challenging and fully supporting me.

"In 12 weeks, I was able to increase my technical knowledge, develop my abilities, and expand my career potential due to mentoring and support of the innovative industry leaders, subject matter experts, and incredible mentors at Somos."

Somaly



Somaly transitioned from Intern to Jr. Info Security Analyst!

Internship Program Highlights

We are deeply invested in helping to prepare our future leaders for exciting and rewarding post-college work life.

Through our program, interns gain direct access to industry leaders, subject matter experts, and dedicated mentors. They work on impactful projects and join a community of professionals passionate about preparing them for future success.

One standout feature of our program is the Summer Capstone project. Interns collaborate on cross-functional teams to address real company needs, gaining hands-on experience with Agile methodology and exposure to Somos leadership. The program culminates in a company-wide presentation where interns share their project results.

Empowering Growth

At Somos, we champion a Culture of Learning and offer opportunities for skill and career development. From Tuition Reimbursement and ongoing training to conferences and internal learning communities, we provide diverse ways to support your personal and professional growth.

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