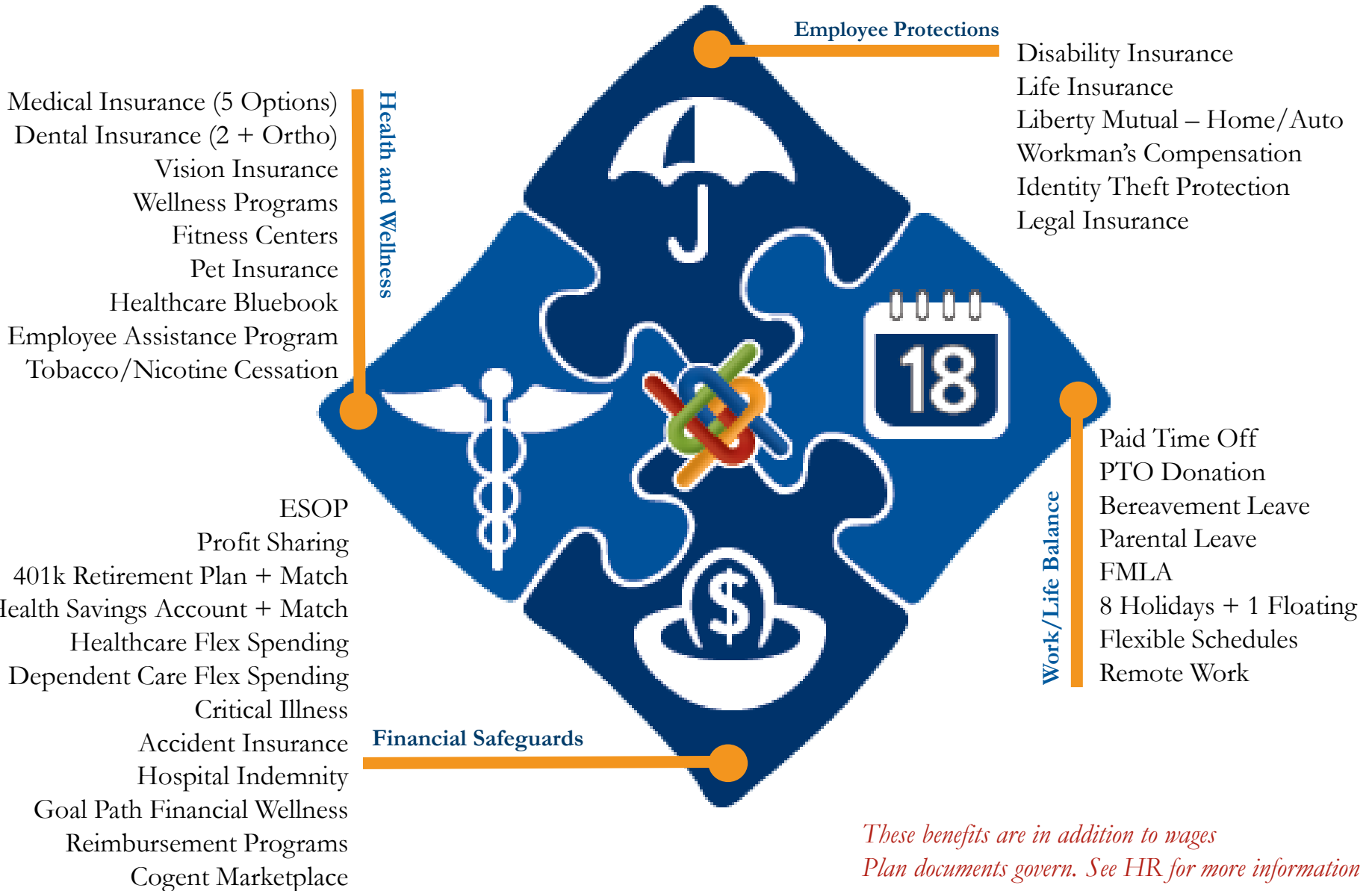


Cogent's 2024 Benefits Package



*These benefits are in addition to wages
Plan documents govern. See HR for more information*