

BENEFITS AND COMPENSATION SUMMARY

Overview

Terremark Worldwide, Inc. (TMRK) is committed to our employee's welfare. We believe that benefits are an important part of your total compensation package. With that in mind, we are dedicated to providing a competitive and comprehensive benefits package that offers protection for you and your family.

Our benefit programs are designed to offer you choices that best fit your personal needs and lifestyle. Your benefits are effective on the first of the month following your hire date.

Terremark provides the following programs to all full-time employees:

Compensation

The Company offers competitive salaries to attract and retain the right talent. Employees are reviewed on an annual basis for performance and may be eligible for both a merit increase and performance based bonus. Employees are also offered the opportunity to develop and grow within the company through promotions and advancements in learning.

401(k) Retirement Plan

Employees can participate upon the completion of their eligibility period. As an employee you can contribute up to 100% of your payroll (subject to IRS annual maximum).

Medical

The Company provides three comprehensive medical plans for employees to select, including United Healthcare Low POS and United Healthcare High POS. TMRK believes it is important for employees to maintain a healthy lifestyle and in that effort the company provides the best health care available.

Dental

The Company provides two comprehensive dental plans for employees to select, including a Dental Maintenance Organization (DMO), Preferred Provider Organization (PPO) and a new third option for this year, Preferred Provider Organization - PPO Buy-Up, which provides higher out-of-network coverage levels. There is no cost for individual employee selecting the DMO plan.

Vision

In addition to vision discount programs through both our medical and dental providers, the Company provides employees the opportunity to select a comprehensive vision insurance plan.

Life Insurance

The Company provides 2 times your base salary up to \$250,000 at no cost to you. Employees can chose to purchase additional life insurance for both employees and their family members at discounted group rates. Life insurance purchased by the employee is portable.

Short Term Disability (STD) and Long Term Disability (LTD)

The Company provides a core coverage of both STD and LTD at no cost to you. Once again, an employee can purchase additional LTD at discounted group rates.

Other Benefits

TMRK provides “Domestic Partner Benefits” for medical and dental programs. In addition, employees can choose from other welfare programs offered by AFLAC on a pre-tax basis. We also provide COBRA for those employees that transition out of the company.

Flexible Spending Accounts (FSA)

The company provides employees the opportunity to set up pre-taxed FSA accounts for both medical and child care.

Credit Union

The Company provides employees the opportunity to join Eastern Financial Credit Union.

Paid Time Off

The Company awards 25 paid time off days per year to each employee. These 25 days include Holidays and can be used for Vacation, Sick, Personal days.

Other Leaves

The Company offers other leaves such as for jury/witness duty, bereavement, military, Domestic Violence Act and Family Medical Leave (FMLA).

Employee Referral Program

TMRK employees can participate in the company’s Employee Referral Program. Cash awards are paid to the referring employee for those referrals who are subsequently hired.

Educational Reimbursement Program

TMRK offers this program to encourage professional and personal development and to motivate employees to improve their skills. Upon the completion of three months of continuous full-time employment, employees, in good standing, are eligible for reimbursement of 50% of the cost of their tuition up to a total maximum of \$2,000 per calendar year.

Transit Discount Program

TMRK offers its employees discounts on Miami Dade Transit programs such as Metro Rail, Van Pool, and Tri-Rail.

EAP (Employee Assistance Program)

This program is designed to help with the everyday challenges of life faced by TMRK employees. These challenges may affect ones health, family life, and desire to excel at work.