

Benefits Overview

Telehealth

Allows you and your covered dependents to consult with a doctor by phone or online for common non-emergency medical issues and receive a prescription, when needed **(included in medical enrollment)**.



Wellness Rewards

Gives you the opportunity to reduce your medical premiums by completing certain health-related activities **(company paid)**.

EAP

Employee assistance program (EAP) that provides all employees and their family members with 24/7 confidential assistance on issues related to your family, career, finances and emotional well-being. **(company paid)**.



Medical

Our medical plan options provide comprehensive health and prescription drug coverage.

Dental

Offers 100% coverage for in-network preventive services, such as annual cleanings, as well as partial coverage for basic and major services.

Vision

Offers coverage for annual exams, basic lenses, frames and contact lenses.

401(k)

Retirement savings account that allows you to contribute 1% to 75% of eligible compensation up to the maximum IRS deferral amount. Company matches 50% on 4% and 100% on 4% in base compensation and commissions.

Life and AD&D

Basic life and accidental death and dismemberment (AD&D) of 2x your base salary and supplemental life coverage options that help you maintain financial security. **(company paid base coverage)**

Disability

Short- and long-term disability (STD and LTD) coverage that pays you a percentage of your income should you need to take time off due to a serious illness or non-work-related injury. **(company paid)**.

FSA's

Health care and dependent care flexible spending accounts (FSA's) that allow you to set aside pre-tax funds to help cover qualified health and dependent care expenses not covered by insurance.

Hospital Indemnity/Critical Illness or Accident

Lump-sum payment to you and your covered dependents to cover treatment related to a serious accident, hospitalization or certain critical illnesses.

Legal Support

Provides telephonic advice and office consultations on an unlimited number of personal legal matters.

Discount Program

Gain access to exclusive savings on movie tickets, theme parks, hotels and more.

Holidays

7 paid holidays per calendar year.

Paid Time Off

After one year of service you may accrue 23 days. Based on length of service, you may accrue a maximum of 33 days.

Identity Theft

Helps monitor your accounts and credit reports and sends fraud alerts in the event of suspicious activity as well as assists if your identity is stolen.

Auto/Home

Option to purchase personal lines of auto and home insurance at discounted rates.

Momentum onUp®

Industry-leading workplace financial wellness program with a customizable mix of online learning, budgeting apps, instructor-led training, expert counseling and hard-copy materials to boost your financial confidence.

Education Assistance

Provides support to pursue education or training through accredited institutions (company paid).

Leaves of Absence (LOA)

May be granted to employees under the following circumstances: 1. Medical, 2. Family, 3. Military, 4. Personal Leave

Office Hours

Typical hours are 8:00 a.m.–5:00 p.m.

Pay Periods

Biweekly pay periods.

Dress Code

Business casual.

Performance Reviews

Held annually for every employee.

Referral Bonus

Please talk to your local HR.