Benefits Overview



Patient Care Advocacy

Acts as your one-stop shop to help you and your covered dependents better manage health care costs—and get rewarded when you make smart choices (included in medical enrollment).

Wellness Rewards

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

EAF

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).

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).

FSAs

Health care and dependent care flexible spending accounts (FSAs) 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.

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.

Telehealth

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

Comprehensive Cancer Support

Covers testing, including DNA screening and fast-tracking of genotype-specific treatments, including some studies and experimental regimens.



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)

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.

Vision

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

Medical

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

HSA

Health savings account (HSA) that allows you to set aside pre-tax funds to help cover eligible qualified health care expenses. The company will contribute \$500 for individuals and \$1,000 for all other tiers.

Dental

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



Offers educational resources as well as savings with exclusive rates and bonuses to pay down student debt sooner.

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.



Industry-leading workplace financial wellness program with a customizable mix of online learning, budgeting apps, instructor-led training, expert counseling and hardcopy 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.