

WELL-BEING BENEFITS & PROGRAMS

HEALTH & WELL-BEING



Health Insurance: Medical | Dental | Vision



Discounted Medical Premiums: Complete activities to earn a \$350 wellness incentive savings and \$200 for your spouse if covered on a medical plan.



Employee Assistance Program: Up to 8 free work-life solutions, confidential counseling, financial planning and legal counseling



Healthy Living: Free tobacco cessation program



SurgeryPlus: A highly effective and efficient network for best in-class doctors for specific non-emergent procedures, like back, knee or shoulder surgeries.



Wellness Program: Walking Challenges, Mindfulness Webinars, Get Fit & Yoga classes.



Free Medical Services: Flu shots and biometric screenings.



Collaboration Spaces in the Workplace: Standing desks and conference rooms available when you need to go into the office.



Well-being Resources: Workshops, health fairs, health advocates & online wellness portal, "Rally"



Teledoc Health: provides free support and supplies to help manage chronic conditions such as diabetes and hypertension for those enrolled in a BCBS medical plan.

FINANCIAL



Retirement Plan: Contribute up to 75% of earnings towards your retirement. Discretionary match of 50% of the first 6% and 100% of the next 4% contributed.



Paid Time Off: 16 days of paid time off (PTO) for full-time regular and 76.70 hours for part-time regular scheduled to work a minimum of 24 hours per week. PTO increases at 5 and 10 years of service. 12 company and floating holidays.



100% Company-paid Disability Insurance, Life, and Accidental Death & Dismemberment Insurance



Education Assistance: Up to \$5,250 for regular full-time and \$3,150 for regular part-time team members scheduled to work a minimum of 24 hours per week. Amounts are per calendar year and based on years of service.

FAMILY



Paid Leave: For new parents by birth, adoption, or foster care placement



Fertility: If you enroll in BCBS or Kaiser medical plans, you have fertility benefits up to a \$20,000 lifetime benefit



Adoption Assistance: Eligible team members can request reimbursement for qualified adoption expenses



Discounted Pet Insurance: To care for your loveable furry family members



Personal Discounts: Theme park tickets, laptops, cell phones, gym memberships, car rentals, and much more!