

# BENEFITS OVERVIEW

Designed to support a fully-remote and diverse workforce



## YOUR HEALTH & WELLNESS

### Medical, Dental, Vision Insurance

We are proud to offer a **10% premium cost-share** to enable you and your family to stay well at an affordable rate.

### Employee Assistance Program

We know life can be tough, so we want you to have access to complimentary counseling sessions with licensed clinicians.

### Time to Thrive Wellness Program

Enjoy educational webinars, internal events, and the ability to reimburse the cost for wellness-related activities or equipment.



## YOUR COMPENSATION

### Discount Marketplace

Access discounts on attraction tickets, pet insurance, legal coverage, and general merchandise!

### Life/AD&D/STD/LTD

We help our employees maintain a sense of security by providing life & accidental death and dismemberment coverage as well as short-term and long-term disability coverage.

### Health Savings Account (HSA)

Elevar will match your HSA contributions up to the IRS annual maximum

### Competitive Salaries

How you are paid matters. We make sure to include the cost of living & the market in our competitive salary packages.

### Flexible Spending Account (FSA)

Save & pay for eligible health and/or dependent care expenses with pre-tax funds

### 401(k) Match

To help you save for retirement, we offer a 401(k) savings plan, where you can contribute pre-tax or post-tax up to the IRS maximums, with a **6% match**.



## ADDITIONAL PERKS

AAA Membership

Monthly Phone & Internet Stipend

Internal Rewards & Recognition Program

Unlimited PTO

Annual, in-person all-staff meeting

12 Holidays

Referral Bonuses

Work Remote!

\$150 work from home reimbursement