

Benefits Summary



Medical Insurance

We provide four Anthem Blue Cross PPO plans, covering 100% of the cost for Silver or Bronze plans for employees, who can also upgrade their coverage at a low cost.



Dental Insurance

Explore two plans— both offering 100% coverage for preventative care. The low plan is free for employees, or choose the high plan at a low additional cost for enhanced benefits.



Vision Insurance

Receive discounts on eye exams, glasses, and contacts through Principal's VSP Choice network, along with additional perks from Anthem Blue View Vision.



Dependent Care FSA

Set aside up to \$2,500 pre-tax funds for eligible dependent care expenses related to a child or qualifying adult, accompanied by a 1:1 employer match.



Life & Voluntary Life Benefits

The company sponsors Life Insurance for employees. Voluntary Life/AD&D coverage is available for employees and their dependents.



Long-Term Disability Insurance

For injuries unrelated to work that result in more than 90 days of absence, employees are covered for 60% of monthly earnings, up to \$6,000.



Aflac Supplemental Insurance

Aflac provides an additional layer of financial protection in the event of a serious illness or accident.



Employee Assistance Program

[Anthem's EAP](#) provides convenient access to confidential referral services, aiding employees and their families in managing life's challenges.



Pet Friendly Office

We're not just wildlife enthusiasts; we're pet lovers too. Pets at the office reduces stress and boosts cognitive abilities.



Flexible Schedules & Locations

Embrace work-life balance! Enjoy flexible schedules and the joy of hybrid or remote work options to suit your diverse needs.



Continuing Education

Unlock your potential with an annual \$1,000 allowance for expenses and dedicated paid time to invest in your professional development.



Mentorship Program

Boost your skills by collaborating with senior staff or mentor junior colleagues. Shape the future of professionals while advancing your own career.



401K Profit-Sharing Plan

Our 401(k) plan includes a company contribution, and we partner with trusted retirement advisors to ensure you have financial peace of mind.



Employee Stock Ownership Plan

Invest in your future with our company-funded retirement program, reinforcing our belief that employees are valuable stakeholders.



Personal Tech Stipend

Once a month, qualified employees receive a fixed amount for on-the-job personal tech use like cell phone and home internet usage.



Paid Sick Time

Annually, all employees receive a lump sum of paid sick hours. Full-time employees get to roll over unused time into the next year.



Paid Holidays + Paid Vacation

Enjoy 7 paid holidays per year. Plus, start accruing vacation time from day one, becoming eligible for use after just a 90-day introductory period. Salaried staff enjoy unlimited vacation time.



Discretionary Bonus Plan

We value dedication from every team member and believe that everyone deserves the opportunity to earn a bonus.