



Benefits Summary



All eligible employees have access to a wide range of benefits. Benefits eligibility is dependent upon employee classification. Some of the benefits available require employees to contribute while others are fully paid by Althouse & Meade, Inc. All benefits are subject to change by the company at any time.



Medical (Anthem Blue Cross)

We offer 4 PPO plans. Silver & Bronze plans are 100% employer-paid for employees. Upgrading to a Platinum or Gold plan? You only pay the difference.



Professional Development

Be reimbursed for up to \$1,000 annually for expenses related to continuing education and professional development.



Dental (Humana)

100% coverage for preventative care and varying coverage for other dental procedures. 2 plans (1 being \$0 for employees) to meet your needs.



Mentorship Program

Partner with a senior-level team member to develop your professional skillset or mentor a junior-level team member for greatness.



Vision (Guardian VSP Choice)

Discounts on eye exams, glasses, and contacts. This plan costs employees nothing so you only pay for your dependents.



401K Profit-Sharing Plan

Our 401(k) plan comes with company match and trusted financial advisors to give you financial peace of mind.



Flexible Spending Account

Put away pre-tax money for eligible dependent care expenses. Dependent care maximum: \$5,000. 1:1 employer match: \$2,500.



Employee Stock Ownership Plan

Company-funded retirement program for all long-term employees. Our employees are our stakeholders, so what's best for employees is what's best for the business.



Long-Term Disability (Guardian)

100% paid for by employer. If you are injured and cannot work for more than 90 days this policy covers 60% of your monthly earnings up to \$6,000.



Paid Sick Time

Every January 1st, employees receive a bank of sick time and whatever they don't use rolls into the next year. Full-timers get 40 hrs/year (90 hrs max). Part-timers get 24 hrs/year (40 hrs/max).



Employee Assistance Program

[Anthem's EAP](#) offers quick and easy access to confidential counseling/referral services to help employees and their dependents deal with life's challenges.



Paid Holidays + Paid Vacation

Full-time staff gets 7 paid holidays each year and after 1 year of employment, begin to accrue paid vacation hours.



Flexible Work Schedules

We value work-life balance. That's why we have flexible schedules with hybrid and remote working options.



Discretionary Bonus Plan

We want all of our team members to work hard and believe all levels of employment deserve a chance at earning a bonus.



Pet Friendly Office

We don't just love wildlife, we love pets too! Pets in the workplace reduce stress and increase cognitive abilities.



Cell Phone Reimbursement

Once a month, employees receive a fixed amount for on-the-job cell phone usage.