



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—high and low options, both offering 100% coverage for preventative care. The low plan is free for employees, or choose the high plan at a low 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 of pre-tax funds for eligible dependent care expenses related to a child or qualifying adult, accompanied by a 1:1 employer match.



Long-Term Disability Insurance

For injuries causing more than 90 days of work absence, the policy covers 60% of monthly earnings, up to \$6,000 and is company-sponsored.



Employee Assistance Program

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



Flexible Schedules & Locations

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



Pet Friendly Office

We're not just wildlife enthusiasts; we're pet lovers too. Bring your furry friends to work and experience reduced stress and boosted cognitive abilities.



Continuing Education

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



Paid Sick Time

Annually, all employees receive a lump sum of paid sick leave hours. Unused hours roll over into the next year.



Paid Holidays + Paid Vacation

Enjoy 7 paid holidays per year for full-time staff, with the added perk of overtime for any employee working on holidays. Plus, start accruing vacation time from day one, becoming eligible for use after just a 90-day introductory period.



Discretionary Bonus Plan

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



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.