



## HEALTH & WELLNESS

- On-site clinical services and fitness center in large locations
- Virtual fitness offerings
- Free preventive health care
- Fitness center rebate
- Telehealth services
- 24/7 Health Information Line
- Employee Assistance Program



## MONEY & SAVINGS

- Tuition Assistance Program
- Employee Referral Program
- Service Anniversary Awards
- National vendor discounts
- Progressive Insurance Benefit
- Will preparation
- MetLife Legal Plan
- Identity Theft Protection



## TIME & LEAVE

- 19–31 days off per year, based on tenure
- Paid holidays, bereavement leave, and jury duty
- Military make-up pay
- Short-Term/Long-Term Disability
- Paid Parental Leave



## FAMILY & COMMUNITY

- Adoption assistance and WINFertility program
- Charitable foundation
- Employee Resource Groups
- Employee Relief Fund
- Nationally recognized art collection

## Health Care and Retirement Savings

### MEDICAL PLANS

#### Cigna Standard Deductible Plan

In-network

- 80/20% coinsurance
- \$650/\$1,300 deductible
- \$2,700/\$5,400 out-of-pocket maximum

Out-of-network

- 60/40% coinsurance
- \$1,300/\$2,600 deductible
- \$5,400/\$10,800 out-of-pocket maximum

Prescriptions

- \$2,700/\$5,400 out-of-pocket maximum

#### Cigna High Deductible Plan

In-network

- 80/20% coinsurance
- \$1,550/\$3,100 deductible
- \$2,700/\$5,400 out-of-pocket maximum

Out-of-network

- 60/40% coinsurance
- \$3,100/\$6,200 deductible
- \$5,400/\$10,800 out-of-pocket maximum

HMOs

- Available in CA and HI

### DENTAL/VISION

#### Cigna Dental PPO Plan

- Free preventive care
- 80/20% coinsurance for minor dental work
- 50/50% coinsurance for major dental work
- \$50/\$100 deductible

Out-of-network coinsurance is the same but applied to going rate.

#### Cigna Dental HMO Plan

(No coverage out-of-network)

- Free preventive care
- 90/10% coinsurance for minor dental work
- 60/40% coinsurance for major dental work
- No deductible

Vision

Coverage for lenses, frames, and contact lenses, up to coverage limits, based on provider.

### LIFE INSURANCE

#### Individual Life

- \$25,000 Basic Life Insurance provided
- Optional coverage levels up to 8x salary
- Accidental death/dismemberment included

#### Spouse Life

- Coverage levels from \$5,000–\$100,000
- Accidental death/dismemberment included

#### Child Life

- Coverage levels of \$5,000 or \$10,000
- Accidental death/dismemberment included

### FLEXIBLE SPENDING ACCOUNTS

#### Health Care Flexible Spending Account

- \$2,750 contribution maximum
- Pre-tax savings for health care expenses, such as deductibles and coinsurance
- Automatic submission (if enrolled in a Cigna medical plan)

#### Child/Adult Care Flexible Spending Account

- \$5,000 contribution maximum
- Pre-tax savings for non-medical expenses, such as child and adult daycare

#### Health Savings Account

- \$3,650 individual/\$7,300 family maximum contribution
- Tax-advantaged, interest-earning account available with the High Deductible plan
- Pre-tax savings on current and future health care expenses
- Account balance rolls over

### RETIREMENT SAVINGS PLAN

#### Progressive 401(k)

- 6% dollar-for-dollar match
- Rollover option available
- Variety of equity, bond, and stable value funds investment options
- Simplified target-date funds
- Self-directed brokerage option

Executive deferred compensation/stock programs are also available.

\*Restrictions and limitations apply