

# Perks

451°



## Health

- Medical with competitive plan designs and support for self-care, wellness, and mental health
- Dental with in-network and out-of-network benefit
- Vision with in-network and out-of-network benefit



## Wealth

- 401(k) with Roth option and matching contribution
- Health Savings Accounts with matching contribution (requires participation in qualifying medical plan)
- AD&D and supplemental insurance options to help ensure additional protection for you and yours
- Life Insurance paid by the company
- Flexible Spending Accounts for tax savings on qualifying healthcare, dependent care, and commuter expenses

## Happiness

- Hybrid Work Environment as 'standard equipment' — work part of the week in an office and part of the week remote — best of both worlds!
- Paid Time Off with flexibility to meet your life needs, including vacation, health and wellness days, floating holidays, as well as 6 company-paid holidays per year
- Paid Leave for Maternity, Paternity, and Family care instances
- Discounts: 10% on Kroger brands (Kroger, Simple Truth, Private Selection, etc) at any grocery retailer in the Kroger Family (i.e. Mariano's), 20% off at Fred Meyer Jewelry, discounts for the Cincinnati Zoo, Perfect North Slopes and more!
- Office Perks: our offices are loaded with amenities (fitness center, free coffee), events (both in and out of the office), unique workspaces (walking desks, privacy pods) — and great people!
- Short-Term Disability protection paid by the company
- Long-Term Disability protection available on a voluntary basis
- Reimbursement Opportunities for Adoption Assistance, Tuition Reimbursement