

Benefits Highlights: July 2025 - June 2026

Medical:

- 3 choices: Buy-Up PPO, PPO, or Qualified High Deductible Plan
- Self-Insured with Independent Administrators = Independence Blue Cross Network of Doctors-
www.myibxtpabenefits.com
- Benefits begin the 1st of the month following date of hire
- Medical benefits include medical, prescription, and vision coverage.

Prescription:

- Optum (included with medical plan)
- Includes mail order option

Vision:

- Davis Vision (included with medical plan)
- Includes annual eye exam

Health Savings Account:

- Available only to employees enrolled in the QHDP medical plan
- OP contributes \$75 per month to your HSA account

Flexible Spending Account:

- Available to employees enrolled in either PPO plan or waiving medical coverage
- Able to participate in a Health Care and/or Dependent Care Spending Account

Dental:

- Delta Dental
- Provides coverage for preventative services such as regular check-ups and cleanings
- Helps offset potentially expensive dental procedures like crowns and fillings
- High quality certified network dentists through <http://www.deltadentalins.com/>
- Benefits begin the 1st of the month following date of hire

401k through Vanguard:

- Employees can start participating as soon as the 1st of the month following date of hire
- Company match begins right away and is 100% vested immediately
 - 100% company match on 1st 3% of base;
 - 50% company match on 4th 4% of base;
 - 50% company match on 5th 5% of base
 - Said another way: If the employee contributes 5% of their base pay OP will contribute 4% of their base pay to their 401k.

Wellness Program:

- Employees can earn up to \$500 in wellness incentives for participating in wellness activities throughout the year.
- Wellworks – Participate in quarterly wellness challenges to earn incentives. These include walking, financial, and health habit challenges completed through the Wellworks platform.
- Husk Wellness - Meet virtually with a licensed Registered Dietitian (via Zoom). No cost if you are on OP's health plan. They can check eligibility if you are covered by another health plan.
- Headspace - Employees are eligible for a free Headspace Account.
- Rocket Lawyer- OP team members have access to Rocket Lawyer's legal documents library to create personalized legal documents from their state specific templates.

Employee Assistance Program:

- ComPsych Guidance Resources
- 24/7 access to counseling and crisis intervention by licensed, master's-level clinicians.
- Comprehensive digital offerings to provide on-the-go information on a variety of topics.
- Additional work-life services including legal referrals, financial advice and, family and personal convenience referrals.
- OP provides this service to all employees and all the members of their household.

Life Insurance:

- OP provides 1 x base salary up to \$100,000 at no cost to the employee
- Voluntary supplemental life insurance is available for employee, spouse, and children.

Salary Continuation Policy (Short Term Disability):

- OP provides partial income replacement should you become disabled due to non-occupational illness or injury and supplements state mandated benefits where applicable at no cost to the employee
- Max benefit period is 12 weeks at 60% of your weekly base salary

Long Term Disability:

- OP provides long term disability insurance at 60% of base pay beginning after 90 day elimination period at no cost to the employee.

Voluntary Benefits offered:

- Pet insurance through Wishbone- www.wishboneinsurance.com/connexinsoftwareinc
- AblePay- www.ablepayhealth.com- provides savings and flexible payment options for out of pocket medical expenses.

Work Environment:

- Casual Dress Code
- Remote/Hybrid work options available for most positions

Paid Time Off:

- Newly hired full time employees can earn up to 3 weeks of PTO time per year. PTO accrual rates increase as your tenure with OP grows.
- Regular part time employees accrue PTO on a prorated basis.
- RemedyOnCall part time team members have a separate time off policy. Please reach out to your manager for more information.

Company Holidays:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- 2 additional Floating Holidays per calendar year

Paid Parental Leave:

- 8 weeks @ 100% pay for parents giving birth or adopting children
- 4 weeks @ 100% pay for the non-birth giving parent

Volunteer Time:

- Employees are provided up to 10 hours per year to volunteer with a charitable or community outreach organization of their choice

Employee Referral Bonus Program:

- Employees can receive up to \$2000 bonus for employee referrals
- Both employees must be active full time employees at the time of payment. (90 days)

Tuition Assistance Program:

- Employees are eligible after 1 year of employment
- OP reimburses for up to the IRS maximum allowable of \$5250 per year

Motivosity:

- Each team member is allotted 5 "Motivosity Bucks" per month to recognize other team members
- Motivosity bucks are redeemable for gift cards, OP swag, and more!