

OP Benefits Highlights: July 2026 - June 2027



Health & Wellness Benefits

- **Medical Coverage (Cigna):** Choose from three medical plans tailored to your needs. Coverage includes medical, prescription, and vision care, and begins on the **1st of the month following your hire date**.
- **Prescription Drug Program:** Administered through Cigna (included with medical). A convenient mail-order option is available for maintenance medications.
- **Vision Care:**
 - **Cigna Vision:** Included with your medical plan; covers an annual eye exam.
 - **Delta Vision:** An additional voluntary vision plan option.
- **Health Savings Account (HSA):** Available to employees enrolled in the High Deductible Health Plan (HDHP). To help meet your deductible, **OP contributes \$75 per month** directly to your account.
- **Flexible Spending Account (FSA):** Available to employees enrolled in an Open Access Plus (OAP) plan or those waiving medical coverage.
- **Dependent Care Flexible Spending Account (DCFSA):** Available to all employees.
- **Dental Coverage (Delta Dental):** Covers preventative services (regular check-ups/cleanings) and helps offset the cost of procedures like crowns and fillings. Access high-quality certified network dentists at deltadentalins.com. Benefits begin on the **1st of the month following your hire date**.



Wellness Programs & Mental Health

- **PeopleEQ:** Earn up to **\$500 in wellness incentives** annually by participating in various wellness activities.
- **Noom:** Enjoy a free membership with full access to Noom's specialized health and wellness programs.
- **Husk Wellness:** Meet virtually with a licensed Registered Dietitian at **no cost**. Husk bills your insurance plan directly.
- **Headspace:** Take care of your mind with a free Headspace account for meditation and mindfulness.
- **Employee Assistance Program (ComPsych Guidance Resources):** Free to all employees and household members. Includes:
 - 24/7 access to counseling and crisis intervention with licensed clinicians.
 - Comprehensive digital tools for on-the-go mental health support.
 - Work-life services, including legal referrals, financial advice, and personal convenience assistance.



Financial Security & Future Planning

- **401(k) Retirement Savings (Vanguard):** Start contributing on the **1st of the month following your hire date**. Once eligible, the Office Practicum company match begins immediately, and you are **100% vested right away**.
 - **100% match** on the first 3% of your base salary.
 - **50% match** on the next 4% and 5% of your base salary.
- **Life Insurance:** OP provides a basic life insurance policy equal to **1x your base salary (up to \$100,000) at no cost to you**. Voluntary supplemental life insurance is also available for purchase for yourself, your spouse, and your children.
- **Short-Term Disability (Salary Continuation):** Provided at **no cost to you** to supplement state-mandated benefits if you cannot work due to a non-occupational illness or injury. Provides **60% of your weekly base salary** for a maximum of 12 weeks.
- **Long-Term Disability:** Provided at **no cost to you**. Pays **60% of your base salary** after a 90-day elimination period.
- **AblePay:** A free service providing savings and flexible payment options for out-of-pocket medical expenses (ablepayhealth.com).



Time Off & Work-Life Balance

- **Paid Time Off (PTO):**
 - **Full-Time Employees:** Earn up to **3 weeks of PTO** in your first year. Accrual rates increase with your tenure at OP.
 - **Regular Part-Time Employees:** Accrue PTO on a prorated basis.
 - **RemedyOnCall Part-Time Team:** You have a dedicated time off policy—please reach out to your manager for details.
- **Company Holidays:** OP observes 7 paid holidays plus 2 Floating Holidays per calendar year:
 - New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day.
- **Paid Parental Leave:**
 - 8 weeks at 100% pay for birthing or adopting parents.
 - 4 weeks at 100% pay for non-birth-giving parents.
- **Volunteer Time:** Employees receive up to 10 hours per year of paid time to volunteer with a charitable or community outreach organization of choice.



Perks, Culture & Professional Growth

- **Work Environment:** Remote and hybrid work options are available for most positions, alongside a casual dress code.
- **Tuition Assistance Program:** Eligible after 1 year of employment. OP will reimburse your tuition up to the IRS maximum allowable limit of \$5,250 per year.
- **Motivosity:** Give and receive recognition! Each month, you'll receive "Motivosity Bucks" to recognize your peers, which can be redeemed for gift cards, OP swag, and more.

- **Rocket Lawyer:** Access a comprehensive legal documents library to create personalized, state-specific legal documents.
- **Pet Insurance:** Keep your furry family members protected with voluntary pet insurance through Wishbone (wishboneinsurance.com/connexinsoftwareinc).
- **Employee Referral Bonus:** Help us grow our team! Earn up to a \$2,000 bonus for successful candidate referrals.