



verisma®



## Verisma Benefits Offerings

Verisma provides a wide range of benefits in support of our commitment to the health and well-being of our employees and their families. We are pleased to offer a competitive and affordable benefits program that is designed to meet the needs of our employees as well as those of our organization.

Some benefit offerings are paid in full by the Company, some costs are shared, and some are fully voluntary and made available at discounted group rates.

Active **full-time employees working 30 or more hours per week** and their legal spouse/domestic partner and dependent children (to the end of the month of their 26<sup>th</sup> birthday) are eligible to enroll in the Verisma benefit plans.

### Company Benefits Provided by Verisma

- Basic Life/AD&D
- Long Term Disability
- Health Advocacy Service
- Employee Assistance Program
- Worldwide Travel Assistance
- Employee referral program



### Company Benefits with Shared or Voluntary Contributions

- Three medical plan options, including prescription drug benefits and virtual visits
  - Option 1 HDHP HSA 3000
  - Option 2 Base PPO 1500
  - Option 3 High PPO 500
- Health Savings Account
- Dental plan
- Vision plan
- Voluntary Life/AD&D buy up
  - Self
  - Spouse
  - Child
- Short Term Disability
- Flexible Spending Accounts (FSA) Health Savings Accounts (HAS)
- Dependent Care



### Flexible Work Arrangements

Employees work with their Supervisors to adjust work hours if needed. Additionally, part time and full time telework options are available for some positions.

## 401(k) Salary Deferral Plan

401(k) salary deferrals begin after a month of employment via auto enroll with the capability to change contributions monthly. Verisma has a discretionary match depending on profitability of the company.

## Cellphone Reimbursement

Employees in Management, Travel and some remote positions receive cellphone reimbursement between \$50 - \$100/mo depending on the needs of the role.

### Public Transportation Benefits

Staff working in the Washington Metro Area may participate in Smartrip commuting benefits up to \$100 / mo.

## Paid Time Off

Verisma combines personal and vacation days and employee begin to accrue leave in their first month. The longer an employee's tenure at Verisma, the more annual leave they will accrue.

Additionally, Verisma observes 7 paid holidays and 3 floating holidays, as well as paid bereavement and jury duty leave.