

# Wellness

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At Concentric, we take pride in our holistic approach to employee well-being, addressing physical health through robust healthcare benefits, financial wellness with competitive savings plans, and social and emotional support through initiatives fostering a harmonious workplace culture. By prioritizing these pillars, we aim to cultivate a thriving and resilient workforce that excels in both personal and professional spheres.



## Physical

### Your health & welfare

**Medical:** Choose one of three medical options for you and your family based on deductibles and premium preferences.

**Dental:** Choose one of two dental options for you and your family. The base option provides preventative, basic and major treatment services and the buy-up option adds in orthodontia.

**Vision:** Choose one of two options for you and your family. The base option covers exams and materials such as glasses and contacts. The buy-up option adds in additional pairs of glasses/ contacts and items such as sunglasses and blue light glasses.

**Teledoc:** Visit a board-certified physician virtually 24/7. These physicians can help with general medical, dermatology and mental health questions/concerns without leaving your home.

**Maven/Maternity:** Free on-demand support for family planning, fertility, pregnancy, postpartum and pediatrics.

**Health & Wellness\*:** Employees receive \$100/month to use towards your personal wellness goals..

## Social & Emotional

### Protecting your future

**Employee Assistance Program (EAP):** An employer sponsored service to offer support to employees and their family members dealing with personal problems. They offer support for a wide variety of issues including but not limited to counseling, financial problems, legal issues, etc.

**Headspace:** Concentric provides this program, at no cost, to all employees to ensure a healthier, happier employee using guided exercises for meditation, sleep, focus and movement.

**Time Off\*:** Concentric offers paid leave for vacation and sick time, accrued hours per pay period. New hires will accrue 12 days vacation and 7 days sick on an annual basis. PTO is offered for Corporate exempt employees.

**Holidays\*:** Concentric offers 11 paid holidays. New Years day, Martin Luther King day, Presidents day, Memorial day, Juneteenth, Independence day, Labor day, Veteran's day, Thanksgiving & Day after Thanksgiving and Christmas day.

**Parental Leave\*:** Concentric offers paid parental leave to allow you time to bond with your new baby.

**Bereavement\*:** Concentric offers 3 days of paid leave to support you through the death of a qualifying family member.

**Volunteer Hours\*:** Concentric provides 8 hours of paid volunteer time per year to support 501(c)3 organizations that align with your personal mission and values.

## Financial

### Managing your life

**Retirement:** Concentric offers a safe harbor 401K plan that matches up to 4%, depending on employee contribution.

**Health Savings Accounts (HSA):** If you elect the high deductible health plan, you are able to set aside tax free money to help pay for your healthcare expenses.

**Flexible Spending Accounts (FSA):** If you elect a PPO health plan, you are able to set aside tax free money to help pay for eligible expenses. Your FSA choices consist of healthcare and/or dependent care reimbursement accounts, and transportation/commuter benefits.

**Disability Insurance:** Helps provide income protection in the event you need to be out of work for an extended amount of time. Concentric provides both short-term and long-term options.

**Life/AD&D Insurance:** In the event of death or severe accident while employed with Concentric, this insurance provides a level of financial protection to you and your family.

**Pet Insurance:** Concentric offers a pet discount program that employees are able to participate in.

**LifeMart:** A discount shopping website that provides discounts on brand name products, services and local retailers.

\* Benefit dependent upon eligibility status