

Health and Wellness

Herspiegel Consulting, LLC is proud to offer our employees a comprehensive health and wellness benefits package. New hire benefits become effective on the first day of the month coincident with or following the date of hire.

Health Insurance

Health insurance is especially important. It protects you and your family from a potentially catastrophic economic loss due to a major illness. Even if you are healthy, you need health insurance.

Dental Insurance

Proper dental care is an important part of employee health. We offer two plans for employees to choose from.

FSA and HFA Plans

We offer a Flexible Spending Account (FSA) and Health Reimbursement Arrangements (HRA). Eligible employees can also participate in two (2) flexible spending accounts ("FSAs"): 1) Health Care FSA and 2) Dependent Care FSA.

Vision Insurance

Vision care is important, and your eyesight is one of your most important senses. We offer a vision plan that features a robust network, low out of pocket costs and variety of value-added services.

Life Insurance

Additional Protection for what matters most: You, Your Family and Your future.

Short/Long Term Disability

Your ability to earn income is your most asset. Therefore, if you are not able to work, disability insurance pays out a percentage of your income to cover part of your salary until you can return to your

Wellbeing Benefits

Learning & Development

Professional development and training are a continual process and priority. Therefore, we invest considerable time and resources toward your professional development plans.

Educational Reimbursement

To encourage professional development, we help pay for outside educational opportunities through our Education Assistance Program.

Retirement

401k Plan the company makes a safe-harbor contribution of not less than three percent of your compensation on your behalf after 1 year of service.

PTO

We offer an annual allocation of 20 Paid Time Off (PTO) days plus our company observed holidays.

Additional Benefits

Herspiegel Consulting also offers Will Preparation, Employee Assistance Programs, Worldwide Emergency Travel Assistance through our partnership with Mutual of Omaha.

Parental Leave

We enable employees who are new parents to spend time with their newborn or newly adopted or foster placed children. We recognize the impact of being a new parent and consider a period of leave is important for both the parent and the child.

Fitness/Wellness Reimbursement

The company will reimburse up to \$100 per month for eligible fitness and wellness related expenditures.

Technology Benefits

The company offers a \$75 monthly allowance for mobile devices and/or those on the firm mobile plan.

Holidays

We observe the major holidays such as New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving, Christmas Day, etc.