

## 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.