



## Employee Benefits Summary

HRCI offers competitive benefits to eligible employees. Benefits include:

### Health

- A Choice of Four Medical Plans
- Dental Insurance
- Vision Insurance
- Prescription Drug Benefits
- Life Insurance (Company Paid and Voluntary)
- Short Term and Long Term Disability Insurance
- Accidental Death and Dismemberment (AD&D) Insurance
- Health Savings Accounts
- Flexible Spending Accounts

### Pay and Rewards

- Competitive Base Pay
- Bonus Plan

### Investment and Retirement

- 401(k) Plan with generous employer match
- 529 College Savings Plan

### Work/Life Integration

- Flexible Work Arrangements
- Paid Holidays
- Generous Paid Time Off (PTO) Plan
- Parental Leave
- Educational and Professional Development Assistance
- Employee Assistance Program (EAP)
- Free Onsite Parking
- Healthy Lifestyle Reimbursement (fitness memberships, etc.)

*This is a summary of benefits solely for the convenience of employees. Any discrepancies between this summary and the benefit plan documents and/or the employment policies of HRCI will be guided by the plan documents and/or the employment policies. Information may be subject to change without notice.*