



Employee Benefits Summary

HRCI encourages its employees to be healthy, happy, and thrive with their contribution towards success. To support this mission, HRCI offers competitive benefits to its employees. Benefits include:

Health

- A Choice of Three 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.