

Teammate Advantage

We Fuel Prosperity



Atlantic Capital

Medical, Dental & Vision Insurance (Cigna Healthcare)

Three Medical Plans to Choose From

- ▶ 2 POS Open Access traditional co-pay plans
- ▶ 1 High Deductible Healthcare Plan (HDHP) with a Health Savings Account (HSA)
- ▶ Two dental plan options
- ▶ Comprehensive vision plan
- ▶ Telemedicine
- ▶ Premiums are Section 125 pre-tax

Life Insurance (Cigna Life)

- ▶ 100% company paid
- ▶ 2.5 x income to maximum of \$500,000 Life and Accidental Death and Dismemberment (AD&D)

Short- & Long-term Disability (Cigna Life)

- ▶ 100% company paid
- ▶ Covers up to 70% of earnings prior to disability for Short-Term Disability (STD)
- ▶ Covers up to 60% of earnings prior to disability for Long-Term Disability (LTD)

Voluntary Benefits

- ▶ Flexible Spending Account (FSA) healthcare and dependent care – Flores
- ▶ Voluntary term life insurance – Cigna
- ▶ Unum products (critical illness, accident, and hospital indemnity)
- ▶ 100% employee paid

Wellness Program

- ▶ Free interactive wellness program with company paid rewards for healthy habits
- ▶ Free health risk engagement programs
- ▶ Free emotional health and well-being programs
- ▶ Free gym access (Resurgens Plaza location)

401(k) Retirement Benefits (Vanguard)

- ▶ Pre-tax and after-tax Roth deferral options
- ▶ Dollar-for-dollar employer match up to 5% of participating employee's 401(k) contribution
- ▶ 1% automatic enrollment for all new employees who meet eligibility requirements
- ▶ 1% automatic escalation of participant contributions per year up to a maximum of 5%
- ▶ 401(k) loan option
- ▶ Over 40 investment funds to choose from
- ▶ Free annual retirement planning educational seminars

Time Away from Work

- ▶ Paid Time Off: Bank of time that may be used for vacation, illness, personal appointments and emergencies
- ▶ 11 paid holidays per year plus one (1) floating holiday
- ▶ Paid parental leave
- ▶ 3 hours per month for community service and child's educational activities

Professional Development

- ▶ Tuition reimbursement
- ▶ In-house leadership academy
- ▶ Virtual learning courses
- ▶ Talent development

Flexible Work Arrangements

- ▶ Telecommute
- ▶ Compressed workweek
- ▶ Flextime

Transportation Benefits

- ▶ Subsidized commuter benefits
- ▶ Free or subsidized employee parking

Identity Fraud Insurance Coverage (Travelers)

- ▶ 100% company paid

Charitable Giving

- ▶ Employee match donations up to \$500 per year