











2025 Full-Time* Employee Benefit Options

*Full-Time = 30 hours/week. This summary intends to highlight the benefits available to you, it is not to replace your existing insurance contracts or plan documents. Contact One Vision Human Resources with any specific benefit questions.

We are committed to supporting our employees in living their best lives.			
	BENEFIT	DETAILS	ELIGIBILITY
	Health Insurance+	Company & Employee shared cost	1 st of the month following 30 days of employment
	Dental Insurance+	100% Employee paid/group rates	
	Vision Coverage+	100% Employee paid/group rates	
	401(k) Retirement Plan	Company match is 100% of the first 3% + 50% of the next 2%, up to a total match of 4%	Immediately, however, the company match begins at One (1) year tenure
	Paid Holidays	Six (6) paid holidays per calendar year	Immediately
	Paid Time Off	Accrual is based on hours worked	Start accruing immediately
	Short-Term Disability+	100% company paid	1 st of the month following 90 days of employment
	Long-Term Disability+	100% employee paid	



BENEFIT	DETAILS	ELIGIBILITY
Education Reimbursement	The company provides up to \$2,500 annually for courses & certifications related to the position	Immediately
Nationwide Pet Insurance	New in 2025! 100% Employee paid	
Multikrd – Early Earned Wage Access	New in 2025! 100% Employee paid	
Health Savings Account+ (Used with the high deductible insurance plan, All Select)	Employee pre-tax dollars for qualified medical expenses. The company contributes \$300/year to your account	1st of the month following 30 days of employment
Flex Spending Account+	Employee pre-tax dollars for qualified medical expenses	
Employee Assistance Program (EAP)	100% company paid; available for employee and family for up to six (6) free sessions per topic, per year	
Dependent Care Reimbursement Account	100% Employee paid pre-tax dollars	
Supplemental Life Insurance/Accidental Death and Dismemberment+	100% Employee paid	
Accident Insurance	100% Employee paid	
Critical Illness	100% Employee paid. Rates are based on the age of the persons covered	
Norton Life Lock ID Theft Solutions	100% Employee paid	
AROG Legal Insurance	100% Employee paid	