



SYNERGY

IMAGINATION | INGENUITY | INTEGRITY



One Partner. Infinite Potential **for You.**

Synergy serves many important clients, but we would not be able to do so without the many important individuals that make up our team. We want to partner with you and make your experience at Synergy a true reflection of your value to us. Our benefits package provides stability, security and opportunity for our valued Synergy employees.

Core Benefits



Coverage Plans

Begins the first day of the month following employment.
Continues through the last day of the month of separation.
FSA participation stops on the final working day (for terminations) or final pay check (for hourly employees).
Coverage plan year is from June 1 to May 31.

A - United Health Care High Deductible Health Care Plan + HSA

- **Deductible**
 - \$3,000 per individual
 - \$6,000 for family (EE + any)
- **Synergy covers 50%** of the deductible
- **Health Savings Account (HSA)**
 - Opened after enrolling in the HDHC plan in order to receive company contributions
 - Prorated from start date and paid out in 1/12th annual distribution per month
 - Balance rolls over yearly and stays with the individual at separation

B - United Health Care Exclusive Provider Organization

- **Deductible**
 - \$2,000 per individual
 - \$4,000 for family (EE + any)
- **Office visits, virtual visits and prescriptions** are not subject to deductible

Guardian Dental Insurance

- **\$2,000 annual benefit**
- **Child & Adult Orthodontia**

VSP Vision Insurance

- **Enhanced benefits for lenses and frames**



401k

- **6% of compensation matched 100% by Synergy** each pay period per employee contribution.
- **401K eligibility begins** on the first day of the month after 90 days of employment.
- **Company contributions** are immediately vested.



7 Days of Sick Leave

- **Sick leave is prorated**, beginning at the time of hire to December 31st. After this point, 56 hours (7 days) are awarded on January 1st.
- **Hire Date: Sick Leave awarded**
 - January 1–March 31: 56 hrs
 - April 1–June 30: 42 hrs
 - July 1–September 30: 28 hrs
 - October 1–December 31: 14 hrs



Paid Time Off

Personal, paid time off (vacation) is accrued on a per pay period basis.

Paid Federal Holidays

- New Year's Day
- Martin Luther King Jr. Birthday
- President's Day
- Memorial Day
- 4th of July
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Christmas Day



Life Insurance

\$100,000 of life insurance coverage is paid for by Synergy (buy-up option available).



Long Term Disability

Long term disability insurance is funded by Synergy.

Core Benefit Eligibility

All positions averaging at least 30 hours per week are eligible for core benefits.

Voluntary Benefits

Wellness

Employees may be reimbursed for wellness services up to \$225.00 per quarter.

- **May be used towards services only**, rather than products, equipment, or food.
- **The benefit is effective the first full month of service** and will end in the last full month of service.
- **Reimbursement is not available for** membership initiation fees, contract cancellation fees, parking, locker or towel rental, other ancillary costs, or for family members.

Examples of services that may be reimbursed by Synergy:

- Membership dues/fees (gym, health club, yoga)
- Fitness activities and classes (boxing, CrossFit, rock climbing, Zumba, dancing)
- 1 time registration events (5k, marathon, walk-for-a-cause).
- Bicycle rental and maintenance fees
- Medical facility fees not covered under a health insurance plan such as acupuncture, chiropractor, nutrition and holistic medical consultations (services only)
- Wellness services such as massage, natural healing, and other similar services (services only)
- Personal Trainer sessions



Tuition Reimbursement & Training

- **Up to \$2,500 per year can be reimbursed for college tuition and books** (after 6 months of employment).
- **Professional development/continuing education** as needed for position (Security+, PMP, etc.).



Flexible Spending Account

- **Medical** (limited if participating in HSA)
- **Employees can have an FSA** without being enrolled in medical benefits
- **Dependent care**
- **Commuter benefits** (parking/transit)



Life Management

- **Employee Discount Program** (LifeMart)
- **Health and Welfare Planning**
- **Health Advocate**
- **Employee Assistance Program**



MetLife

Supplemental Life Insurance, Short Term Disability and more are available for purchase through MetLife.

