



Employee Benefits Summary

As of: 6/30/2022

Health Insurance Plan

OneZero offers a very high-quality healthcare insurance through Platinum, Gold, or Silver level PPO plans provided by United Healthcare (www.MyUHC.com) for all regular full-time employees and their dependents. We also provide Dental and Vision insurance through UHC. Premiums are paid through semi-monthly payroll deductions on a pre-tax basis. The employee contribution per pay period for the coverage is:

Additional Insurance

OneZero pays for basic life, AD & D, Long term disability and short-term disability coverage to all employees. This Insurance is provided by MetLife (www.metlife.com) at no cost to the employee. Additional Supplemental Life Insurance and AD&D Insurance can be purchased separately. We also offer an Employee Assistance Program (EAP) through MetLife as well.

Retirement Savings Plan

OneZero offers a 401K retirement plan through T.Rowe Price (rtp.troweprice.com). Employees may elect to contribute a percentage of their salaries or a fixed amount for retirement, via semi-monthly payroll deductions.

Paid Time Off

OneZero pays "PTO" for all regular full-time employees. We believe that employees benefit from scheduled time away from work for rest, relaxation, and personal pursuits in order to return to work in a revitalized condition. Thus, employees are encouraged to use accrued PTO each year. There is currently no limit to accrued PTO. OneZero has instituted the following PTO accrual schedule:

- Start Date thru 5th Year: 15 days (Accrued at 5.0 hours per pay period)
- 5th Year thru 9th Year: 17 days (Accrued at 5.67 hours per pay period)
- 10th Year and Beyond: 20 days (Accrued at 6.67 hours per pay period)

Separate from PTO, OneZero employees are granted ten (10) paid Federal holidays each year:

- New Year's Day
- Dr. Martin Luther King, Jr.'s Birthday
- President's Day
- Labor Day
- Independence Day
- Memorial Day
- Indigenous Peoples' Day
- Veteran's Day
- Thanksgiving Day
- Christmas Day
- Juneteenth



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Bereavement

OneZero allows regular full-time employees a maximum of 3 days paid leave per Calendar year for the death of an immediate family member. Immediate family members are: spouse or domestic partner, child, parent, grandparent, brother, sister, mother-in-law, father-in-law, son-in-law, or daughter-in-law.

Tuition and Education Assistance

OneZero has implemented a Tuition Assistance Plan which will enable OneZero employees to be reimbursed for tuition expenses and other expenses that are directly related to the employee’s job or that will help the employee prepare for more responsibilities and/or promotions, up to a certain amount:

- \$2500 reimbursement with a 12 month continued employment obligation
- \$5000 reimbursement with an 18 months continued employment obligation

Employee Referral Program

The employee referral plan is open to all full-time employees. An employee can earn a bonus for referring a qualified external applicant that is hired to an open position at the company. This employee must fill out the referral form and attach an application and resume. The employee must be hired and work for 90 days.

Performance Evaluations

OneZero conducts performance reviews annually in October. If a salary increase or bonus is deemed appropriate, they are effective the first pay period upon completion of the Performance Review.

Bonus Recognition

OneZero awards bonuses to employees who have sustained excellence in performance. Bonuses are awarded for efforts above and beyond what is normally expected in the day-to-day performance of the employee’s job.

***For Additional Information, please contact our Human Resources Department
hr@onezerollc.com, or the vendor directly through their portal or account representative:***

United Healthcare-Medical.....	myuhc.com.....	800.782.3158
United Healthcare – Dental.....	myuhc.com.....	877.816.3597
United Healthcare – Vision.....	myuhcvision.com.....	800.638.3120
MetLife.....	metlife.com.....	877-963-8932
T.Rowe Price.....	rpt.troweprice.com.....	800.922.9945