



Your Health & Well Being

ALL 100% EMPLOYER PAID



Health

- No deductible
- POS plan available
- Virtual doctor visits
- Mental health included



Dental

- Any provider
- Four (4) preventative visits per year
- Low deductible
- \$3,000 benefit per calendar year



Vision

- Eye exam \$10 co-pay annually
- Annual lens benefit



HAPI

“Happiness And Personal Investment” Reimbursement

- \$50 per month full-time/\$25 per month part-time
- Reimbursement on anything that makes you happy
- Some items are non-reimbursable (see checklist)
- Reimbursed through payroll (taxable benefit)
- Examples: Netflix subscription, movie tickets, gym membership, yoga class, pedicure, pet insurance



Other Benefits

- Gym Membership Reimbursement
- Rally Membership
- Virtual Mental Health Therapy

Investing in a Secure Future



Life Insurance

- \$10,000 benefit
- Employer paid



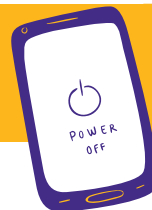
Retirement Savings

- Employer-sponsored 403(b) plan
- Up to 3% employer match
- 100% immediate vesting

Voluntary Benefits Available Through Payroll Deduction

- Short-term disability
- Long-term disability
- Accident/wellness
- Cancer coverage

Work/Life Balance



Paid Time Off

- 120 hours per year
- Available immediately

Paid Holidays

- 13 paid holidays per year
- Juneteenth holiday starting 2023

Chosen Family Paid Bereavement Leave

- Three (3) consecutive days
- You choose

Monthly Staff Raffle

- You win prizes just for being an NPHY employee

NPHY Engagement Events 4 times per year!

- "NPHY LUV"
- Holiday dinner and awards
- Team building event
- Picnic/BBQ

Continuing Education Support

- Paid time off
- Training opportunities