



Our 2025 Employee Benefits Program

Great Hearts offers a highly competitive portfolio of employee benefits. Our goal is to provide our employees and their loved ones with best-in-class benefits products and services that support greater health, financial security, and peace of mind. We are committed to offering comprehensive benefits at the lowest costs possible for both employees and their families.

Medical Coverage

- Outstanding medical plan options through Cigna
- Generous employer subsidies to offset medical premiums for both employee and dependent coverage
- Virgin Pulse wellness program
- Healthy Pregnancies, Healthy Babies maternity program

Dental Coverage

- Broad network of providers through Delta Dental of Arizona
- Expansive list of covered services, including child orthodontic care
- **100% employer-paid** PPO plan for employee-only coverage
- Generous employer subsidies to offset dental premiums for dependent coverage

Vision Coverage

- Multiple vision plan options through Superior Vision
- Broad network of vision care providers
- Generous benefits toward vision care, eyewear, and contacts
- **100% employer-paid exam only plan option** for both employees and their dependents

Flexible Spending Accounts (FSAs)

- Tax-advantaged health care FSA to help cover qualified medical expenses with pre-tax savings
- Tax-advantaged dependent care FSA to help cover qualified dependent care expenses with pre-tax savings

Pet Insurance

- Two outstanding voluntary plan options available, both through Pet Benefit Solutions.
- Expansive list of covered services, including preventive, accidents, and illness.
- Plan options available for dogs, cats, and more.

Retirement Program

- 401(k) with matching employer contribution of 50%, up to 4% of pay
- Both traditional and Roth 401(k) options available
- 100% vesting of employer contributions after completion of two calendar years of service

Disability Insurance

- Disability Health Champion program
- Voluntary, employee-paid short-term disability (STD) coverage
- Voluntary, employee-paid long-term disability (LTD) coverage
- **Employer-paid** LTD coverage activates on the first day of the new plan year, following two years of service

Employee Assistance Program (EAP)

- Access to confidential counseling for mental health navigation; financial and legal services to assist with work-life challenges;
100% employer-paid
- Unlimited phone consultations with a counselor
- Six counseling sessions per presenting issue

Term Life and AD&D Insurance

- **100% employer-paid** \$50,000 life and AD&D benefit
- Optional supplemental life and AD&D coverage for employees (5x annual salary, up to \$500,000)
- Optional life and AD&D coverage for spouse and dependents

Employer-Paid Perks

- Travel Assistance Program
- Identity Theft Protection
- Additional counseling and lifestyle support through Symetra
- **100% employer-paid**