



## Our 2026-2027 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 BCBS
- **100% Employer-paid** HDHP plan for employee-only coverage
- Generous employer subsidies to offset medical premiums for both employee and dependent coverage
- Access to discounts and wellness programs

### 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

### Spending Accounts

- 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**
- Tax-advantaged limited purpose FSA to help cover qualified dental and vision expenses with **pre-tax savings** for those enrolled in the HDHP

### Health Savings Account

- Tax-advantaged health savings account to help cover qualified expenses with pre-tax savings along with **generous employer contributions** for those enrolled in the HDHP
- The HSA offers a Triple tax advantage; save pre-tax, grow your balance tax-free, and withdraw tax-free for qualified expenses.

### Retirement Program

- 401(k) with matching employer contribution. 100% on the first 1% of pay & 50% on the next 5% 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**

### Pet Insurance

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