



2023 Employee Benefits Overview

2023 Changes

Medical Plans:

- Moving to a Co-pay/Co-insurance Plan from a Co-Insurance only model
- Increased Fertility Coverage
- Increased Gender Affirmation benefits to match Transgender WPATH
- Enhanced Cigna Travel Benefits for covered, in-network services not currently offered within 100 miles of a member's location

Dental Plan:

- Increased Delta Dental Out of Network Reimbursement to 95% of Usual, Customary and Reasonable amounts (UCR)

Did you know...

- AssetMark **matches** dollar for dollar on the first 6% you contribute to **your 401(k)**
- Omada's digital lifestyle program **helps** Cigna members **at risk** for type 2 diabetes and heart disease at no cost
- Can't make it to your doctor's office? **Virtual care services** are available through MDLIVE
- We're taking care of you and your family with a **Care.com premium membership** offering access to an online marketplace for local caregivers, tutors and more! You'll also have **Backup Care Connection (5 days per year)** for vetted and subsidized adult and child care, when regular care is not available
- AssetMark makes an annual contribution to the **Health Savings Accounts** of those enrolled in our High Deductible Health Plan (\$1,000 for single coverage and \$2,000 for family coverage. Contribution is pro-rated for mid-year enrollments).
- Looking for help? Take advantage of **free counseling** services available through our Employee Assistance Program

Additional Benefits

- Adoption assistance
- Fitness reimbursement
- Flexible Spending Accounts (FSA)
- Identity theft protection and legal assistance
- Life & AD&D insurance
- Office social events
- Perks at Work discount program
- Service and retirement recognition
- Short and Long Term Disability
- Tuition and professional certification reimbursement
- Wellness program with Go365

Time Off & Holidays

- Paid time off (20+ days for Non-Exempt associates)
- Flexible time off (Exempt associates)
- Sick time off*
- Holidays (11 days, plus 1 floating for Non-Exempt associates)
- Bonding time (up to 20 days)
- Military time (up to 10 days)
- Volunteer (1 day)
- Jury duty (as needed)
- Work from Anywhere (10 days)

*Non-exempt associates receive 5 STO days, Exempt associates receive 10 STO days

Questions? Contact your Benefits team

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