



## Benefit Offerings Overview:

### Health and Welfare Plans (Cigna):

- **Medical:** 3 Plan Offerings
  - *HSA compatible HDHP option*
- **Dental:** 2 Plan Offerings
- **Vision:** 1 Plan Offering

### Pre-Tax Benefits (WEX):

- **Flexible Spending Accounts** for healthcare and dependent care
- **Health Savings Account** with Salesloft contribution of \$1,200 individual/\$2,400 family coverage

### Company Provided Income Protection Plans (New York Life):

- Short-Term Disability
- Long-Term Disability
- Basic Life and AD&D Insurance

### Additional Supplemental Coverages:

- Supplemental Life
- Critical Illness
- Accident Insurance

### Programs and Perks:

- **Carrot** - Fertility and Family Planning Aid
- Charity Contribution Matching
- **Medito** - Meditation and Mindfulness
- **Rocket Lawyer** - Online Legal Advice
- Tuition Reimbursement

### Retirement (Fidelity):

- **401(k) & Company Match** - 100% match for the first 2% an employee contributes and 50% match for the next 4%. A total of up to 4% company match when an employee contributes 6%.

### Time Off:

- Flexible PTO
- Holiday Calendar

### Parental Leave:

- After One Year of Employment:
  - *16 weeks fully paid maternity leave*
  - *6 weeks fully paid paternity leave*
  - *12 months of free diapers, 10 weeks of meal deliveries and home cleaning services, plus a transition period to ease back into the office*

# Cigna Overview and Resources:

## Medical Plan Design Overview:

	PPO 1000	PPO 2000	HDHP
<b>Preventative Care</b>	Covered at no cost to you		
<b>Salesloft Annual HSA Contribution</b>	N/A	N/A	Employee Only: \$1,200 All Other Coverage Tiers: \$2,400
<b>Deductible</b>	\$1,000 Individual \$2,000 Family	\$2,000 Individual \$4,000 Family	\$3,200 Individual \$6,400 Family
<b>Coinsurance</b>	10%	20%	10%
<b>Out-of-Pocket Maximum</b>	\$5,000 Individual \$10,000 Family	\$6,000 Individual \$12,000 Family	\$6,000 Individual \$12,000 Family
<b>Premium Amount</b>	Highest	Lower	Lowest

**One Guide** - Access to Cigna support that provides health related recommendations, personal support, and tools and reminders to help you stay healthy and save money. You can chat with a specialist via the MyCigna website or mobile app, or by calling **800-244-6224**.

**MyCigna.com** - Access your account information through the web or mobile app. Features include plan information, recent claim info, provider search, and digital ID cards.

**Healthy Pregnancy Healthy Babies** - Access to preconception planning, tools and resources, as well as live 24/7 support throughout your pregnancy. If you complete a postpartum assessment, you will receive a \$75 incentive if you enroll by the end of your second trimester, or a \$150 incentive if you enroll by the end of your first trimester.

**Lifestyle Management Programs** - Programs to assist with losing weight, quitting smoking, or lowering stress levels with one-on-one coaching and resources. To enroll in the program, call **866-417-7848**.

**iPrevail** - On demand coaching and personalized learning to boost your mood and improve mental health. Take an assessment, start your program, and earn rewards as you go.

**Talkspace** - A digital space for private and convenient mental health support through texting on your mobile phone. Learn more at [talkspace.com/cigna](https://talkspace.com/cigna).

**Headspace Care** - Mental health care with access to behavioral health coaching via text, video therapy sessions, and self-guided content. Visit [organizations.headspace.com/connect](https://organizations.headspace.com/connect) to learn more.

**Omada** - Digital lifestyle change program designed to help you lose weight, gain energy, and reduce the risk of type 2 diabetes and heart disease.

**Virtual Behavioral Care** - Access to speak with a licensed psychiatrist or counselor by phone or video with MDLIVE.

**Cigna Open Enrollment Hotline** - Cigna specialists to help you understand your benefits can be reached at **888-806-5042**.

\* Access to all resources also available via MyCigna.com website.

## Important medical plan details

### PROVIDER NETWORK


Open Access Plus

### FORMULARY

Standard PDL

# Benefit Offering Details:

## Health & Welfare Plans (Cigna)

BENEFIT	BENEFIT HIGHLIGHT	SEMI-MONTHLY RATES	CONTACT INFO
<b>Medical PPO 1000</b>	This is a plan where you primarily pay copay's, or set dollar amounts, for majority of services.	Employee Only - \$83.32 Employee + Spouse - \$304.87 Employee + Child(ren) - \$282.73 Family - \$456.67	 <p><a href="https://www.mycigna.com">MyCigna.com</a></p> <p><b>MyCigna App</b>  <a href="#">Google Play Store</a>  <a href="#">Apple App Store</a></p> <p><b>Click <a href="#">here</a> to find a provider</b></p>
<b>Medical PPO 2000</b>	This is a plan where you primarily pay copay's, or set dollar amounts, for majority of services.	Employee Only - \$32.18 Employee + Spouse - \$218.67 Employee + Child(ren) - \$202.81 Family - \$330.84	
<b>Medical HDHP</b>	A qualified High Deductible Health Plan with a Health Savings Account Feature. This plan requires you to meet a deductible prior to insurance splitting the cost with you.	Employee Only - \$21.32 Employee + Spouse - \$171.45 Employee + Child(ren) - \$157.48 Family - \$245.75	
<b>Dental High Plan</b>	Deductible of \$50 per individual and \$150 per family. The calendar year maximum (the most the plan will pay) is \$3,000. Adult and child orthodontia offered.	Employee Only - \$10.32 Employee + Spouse - \$29.62 Employee + Child(ren) - \$35.46 Family - \$55.20	
<b>Dental Low Plan</b>	Deductible of \$50 per individual and \$150 per family. The calendar year maximum (the most the plan will pay) is \$1,500.	Employee Only - \$0.90 Employee + Spouse - \$8.98 Employee + Child(ren) - \$10.77 Family - \$17.06	
<b>Vision</b>	Annual coverage for vision exams and contact lenses as well as the option to purchase new frames with an allowance every 2 years.	Employee Only - \$0.25 Employee + Spouse - \$3.00 Employee + Child(ren) - \$3.25 Family - \$5.00	
<b>Accident</b>	A lump sum benefit in the event of an accidental injury.	Employee Only - \$2.85 Employee + Spouse - \$4.95 Employee + Child(ren) - \$6.53 Family - \$8.64	
<b>Critical Illness</b>	Coverage offered to provide financial assistance if you or a family member is diagnosed with a serious illness.	See Workday for rates	

## Retirement/Income Protection Plans:

BENEFIT	BENEFIT HIGHLIGHT	CONTACT INFO
<b>401k</b>	100% Salesloft match on the first 2% an employee contributes, 50% Salesloft match for each 1% the employee contributes for the next 4%. In total, when an employee contributes 6% of their eligible earnings, Salesloft will provide a 4% match.	<a href="https://www.fidelity.com">fidelity.com</a>
<b>Short-Term Disability</b>	60% of earnings up to \$1,500 weekly for a duration of 13 weeks.	<a href="https://www.newyorklife.com">Newyorklife.com</a> 800-225-5695
<b>Long-Term Disability</b>	60% of earnings up to \$7,500 monthly.	
<b>Basic Life AD&amp;D</b>	1x annual compensation to a maximum of \$250,000.	
<b>Voluntary Life Plans</b>	Supplemental life offers the option to add additional coverage amounts to a maximum of \$500,000 (additional rate applies).	

## Company Provided Programs & Perks:

BENEFIT	BENEFIT HIGHLIGHT	CONTACT INFO
<b>Carrot</b>	Use Carrot to stay in control of your fertility health. Carrot can assist you no matter where you are in the family-planning process. Up to \$10,000 lifetime maximum benefit.	<a href="https://get-carrot.com">get-carrot.com</a>
<b>Medito</b>	Medito is an app that uses meditation, mindfulness, and breathing exercises to improve mental well-being for its users. The app includes hundreds of sessions to help you develop your meditation practice. Examples are a sleep section with sounds, stories & meditations to help drift off to a peaceful sleep, stress, anxiety, low mood meditations, and meditative music.	<b>Medito App</b> <a href="#">Google Play Store</a> <a href="#">Apple App Store</a>
<b>Charity Contribution Matching</b>	Salesloft will match up to \$200 of your charitable contributions.	See Salesloft intranet for more details on <a href="#">Charity of Choice</a>
<b>Rocket Lawyer</b>	A web based legal solution lets you create custom documents and receive legal advice online including, estate planning, family contracts, and real estate.	<a href="https://rocketlawyer.com">rocketlawyer.com</a>
<b>Tuition Reimbursement</b>	Receive up to \$5,250 a year for accredited Universities.	See Salesloft intranet for more details on <a href="#">Tuition Reimbursement</a>

## If You Have Questions

### CIGNA OPEN ENROLLMENT HOTLINE

888-806-5042

### NFP BENEFIT CONCIERGE

877-835-1361 | [DBbenadmin@nfp.com](mailto:DBbenadmin@nfp.com)

### SALESLOFT PEOPLE TEAM

[people@salesloft.com](mailto:people@salesloft.com)