



Benefit Offerings Overview:

Health and Welfare Plans (Cigna):

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

Vision Plan (VSP):

- 1 Plan Offering

Pre-Tax Benefits (Navia):

- **Flexible Spending Accounts** for healthcare, dental, vision, and dependent care expenses
- **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 and AD&D Insurance
- Critical Illness
- Accident Insurance
- Hospital Indemnity

Programs and Perks:

- **Carrot** - Fertility and Family Planning Aid
- Charity Contribution Matching
- **Modern Health** - Comprehensive Mental Health Resource
- **MetLife Legal** - Legal Services Advice
- **Norton Lifelock** - ID Theft Protection
- **Nationwide Pet** - Pet Insurance
- 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*
 - *Diaper subscription for 12 months, UberEats e-gift card, plus a transition period to ease back into the office*

Cigna Overview and Resources:

Medical Plan Design Overview:

	PPO 2000	HDHP
Preventative Care	Covered at no cost to you	
Salesloft Annual HSA Contribution	N/A	Employee Only: \$1,200 All Other Coverage Tiers: \$2,400
Deductible	\$2,000 Individual \$4,000 Family	\$3,400 Individual \$6,800 Family
Coinsurance	20%	10%
Out-of-Pocket Maximum	\$6,000 Individual \$12,000 Family	\$6,000 Individual \$12,000 Family

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**.

Talkspace - A digital space for private and convenient mental health support through texting on your mobile phone. Learn more at talkspace.com/cigna.

Headspace - Access to thousands of meditations, mindfulness exercises, clinically validated programs, sleepcasts, guided workouts, and focus music. Members can explore content on their own or receive personalized recommendations based on their needs.

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
Medical PPO 2000	This is a plan where you primarily pay copay's, or set dollar amounts, for majority of services.	Employee Only - \$60.00 Employee + Spouse - \$245.00 Employee + Child(ren) - \$220.00 Family - \$340.00	 MyCigna.com MyCigna App Google Play Store Apple App Store Click here to find a provider
Medical HDHP	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 - \$40.00 Employee + Spouse - \$210.00 Employee + Child(ren) - \$190.00 Family - \$300.00	
Dental Plan	Deductible of \$50 per individual and \$150 per family. The calendar year maximum (the most the plan will pay) is \$2,000. Adult and child orthodontia offered.	Employee Only - \$8.00 Employee + Spouse - \$16.00 Employee + Child(ren) - \$21.00 Family - \$31.00	
Vision Plan	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 - \$2.00 Employee + Spouse - \$3.00 Employee + Child(ren) - \$3.00 Family - \$5.00	
Accident	A cash benefit in the event you suffer a covered injury. There are two plans with differing benefit amounts to choose from.	Plan 1: Employee Only - \$3.35 Employee + Spouse - \$5.98 Employee + Child(ren) - \$7.91 Family - \$10.54 Plan 2: Employee Only - \$5.38 Employee + Spouse - \$9.78 Employee + Child(ren) - \$12.80 Family - \$17.21	 MyCigna App Google Play Store Apple App Store
Hospital Indemnity	A cash benefit in the event you are admitted to a hospital due to a covered illness or injury. There are two plans with differing benefit amounts to choose from.	Plan 1: Employee Only - \$3.80 Employee + Spouse - \$9.75 Employee + Child(ren) - \$6.99 Family - \$12.94 Plan 2: Employee Only - \$7.49 Employee + Spouse - \$19.40 Employee + Child(ren) - \$13.87 Family - \$25.77	
Critical Illness	Coverage offered to provide financial assistance if you or a family member is diagnosed with a serious illness.	Employee + Spouse - \$5.98	

Retirement/Income Protection Plans:

BENEFIT	BENEFIT HIGHLIGHT	CONTACT INFO
401k	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.	fidelity.com
Short-Term Disability	60% of earnings up to \$3,000 weekly for a duration of 13 weeks.	Newyorklife.com 800-225-5695
Long-Term Disability	60% of earnings up to \$13,000 monthly.	
Basic Life AD&D	2x annual compensation to a maximum of \$500,000.	
Voluntary Life Plans	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
Carrot	Use Carrot to stay in control of your fertility health. Carrot can assist you no matter where you are in the family-planning process.	get-carrot.com
Modern Health	You and your dependents are provided with access to therapy, coaching, and unlimited digital mental health resources, all confidential and available anytime.	877-812-1581
Charity Contribution Matching	Salesloft will match up to \$100 of your charitable contributions.	See Salesloft intranet for more details on Charity of Choice
Tuition Reimbursement	Receive up to \$5,250 a year for accredited Universities.	See Salesloft intranet for more details on Tuition Reimbursement

Voluntary Benefits:

BENEFIT	BENEFIT HIGHLIGHT	CONTACT INFO
MetLife Legal	Access a nationwide network of attorneys for common personal legal needs like estate planning, real estate, and family matters.	800-821-6400
Norton Lifelock	Gain access to identity theft protection, credit monitoring, and recovery services to help safeguard your personal information. With 24/7 alerts and expert support, you can feel confident your identity is protected.	800-543-3562
Nationwide Pet	This benefit helps you protect your pets' health and your peace of mind, with flexible options and added features like 24/7 veterinary expert access and coverage for accidents, illnesses, and more. Costs vary depending on type of pet (breed) and level of benefit requested.	Request a quote here

If You Have Questions

CIGNA OPEN ENROLLMENT HOTLINE

888-806-5042

NFP BENEFIT CONCIERGE

877-835-1361 | DBbenadmin@nfp.com

SALESLOFT PEOPLE TEAM

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