

# BENEFITS & PERKS

Our benefit offerings align with our mission “empower others to live healthy and blissful lives,” and are highly competitive in the market.

***“What you put into your body directly impacts your health happiness!”***

That’s what Oh My Green CEO Michael Heinrich’s grandmother – a medical doctor – always told him. She grew high-quality foods in her garden and saw how food effects health.

Our mission is to empower people to lead healthy and blissful lives. We bring delicious and nutritious drinks and snacks to people where they spend a majority of their lives – at work! We seek out the healthiest and tastiest foods to ensure that our customers are happier, healthier and more productive.

Our cultural values are FORCE (fun, open, respectful, collaborative, and excellent). If you are passionate about your health, organic food, nutrition and wellness and are looking for a fast-paced, fun place to work with a vibrant culture, we want you to join our team!

## **We provide great perks and excellent health and benefits:**

- Generous medical, dental, and vision plans, 401(k).
- Additional perks include in-office meditation training and massages to keep your mind sharp and body relaxed.
- Generous paid time off, company holidays, in-office social’s and flexible hours so you can be productive while balancing work and life.
- We provide optional peak performance classes to help you develop professionally.

**Check out what our team has to say! [See the video.](#)**

## **Interesting News and Reflections**

The latest article comes as a great win from our Marketing Department. We worked with Lever to create this [Press Release found here.](#)

# Benefits at a Glance

Oh My Green offers a competitive salary, 401(k) plan, and meaningful benefits to inspire you to have fun and live well. This flyer gives you a highlight of your available benefit plan options. Oh My Green sponsors the majority of the premium cost of the medical, dental, and vision plans. The applicable monthly contribution premium is listed for each plan.

## Medical • UHC Base PPO, Buy-Up PPO & Kaiser HMO

Oh My Green offers comprehensive medical plans to choose from. Both PPO plans offer a wide network of providers nationwide. Kaiser is only available to Northern California employees.

	Base PPO	Buy-Up PPO	Kaiser HMO (No CA Only)
<b>Preventive Care</b>	Covered 100%, No copay, No deductible	Covered 100%, No copay, No deductible	Covered 100%, No copay, No deductible
<b>Deductible</b>	\$1,000 individual \$2,000 family (in-network)	\$250 individual \$500 family (in-network)	N/A
<b>Office Visit</b>	\$35 copay	\$30 copay	\$30 copay
<b>Most Services</b>	20% (in-network after deductible)	10% (in-network after deductible)	Various copays apply All care must be within Kaiser
<b>Retail Rx Tier 1/2/3</b>	\$10 / \$30 / \$50	\$10 / \$30 / \$50	\$15 / \$35
<b>Out-of-Pocket Max</b>	\$5,000 individual \$10,000 family (in-network)	\$3,500 individual \$7,000 family (in-network)	\$3,500 individual \$7,000 family (in-network)

### Cost of Coverage (Your Monthly Contribution to enroll in the plan)

You	\$0.00	\$68.67	\$68.67
You + Spouse	\$264.83	\$415.21	\$415.21
You + Child(ren)	\$200.29	\$330.76	\$330.76
You + Family	\$454.00	\$617.75	\$617.75

## Dental • Guardian PPO

	Coverage
<b>Preventive Care (Routine Exams/Cleanings)</b>	Covered 100%, no deductible, 1x/6 months
<b>Deductible</b>	\$50/member (3x family max)
<b>Annual Plan Maximum</b>	\$1,500/covered member

## Vision • VSP

	Coverage
<b>Vision Exam (1x per calendar year)</b>	\$10 copay
<b>Glasses (1x per calendar year)</b>	\$25 copay + cost for lens enhancements and frames over \$150 allowance
<b>Contacts (in lieu of glasses)</b>	\$150 allowance
<b>Contact Lens Fitting</b>	Up to \$60 copay

### Cost of Coverage (Your Monthly Contribution to enroll in the plan)

You	\$0.00	\$0.00
You + Spouse	\$13.02	\$4.14
You + Child(ren)	\$18.38	\$4.60
You + Family	\$45.36	\$9.66

Medical, dental, and vision in-network benefits only are shown. Benefit limitations or maximums may apply. Out-of-network benefits, when available, are significantly reduced. See applicable carrier plan documents for details.

# Benefits at a Glance

## Pre-Tax Accounts

- **Flexible Spending Arrangements:** Set aside pre-tax payroll dollars\* to use for qualified healthcare expenses or for qualified childcare expenses for your children age 12 and younger.
- **Commuter Plans:** Load funds onto a Commuter Debit Card using pre-tax payroll reductions\*. Commuter funds can then be used for qualified transit or parking expenses.
- \*IRS annual contribution limits apply. Subject to IRS regulations. See plan documents for details and limitations.

## Protection for Peace of Mind

Oh My Green provides all benefit-eligible employees with company paid life insurance and disability insurance.

- **Life and AD&D Insurance:** Employer paid coverage equal to \$50,000 (non-exempt employees) or 2x your earnings to a maximum of \$150,000 (exempt employees).
- **Short-Term Disability:** If you are sick or injured and unable to work, after 7 days this plan pays a weekly benefit equal to 60% of your covered pre-disability earnings, to a maximum weekly benefit of \$1,500, combined with other sources.
- **Long-Term Disability:** If you continue to be unable to work due to illness or injury after 90 days, this plan pays a monthly benefit equal to 60% of your covered pre-disability earnings, to a maximum monthly benefit of \$7,000, combined with other sources. This benefit is payable to Social Security normal retirement age.

## Employee Discounts and Other Benefits

- **Pet Insurance:** Discounted rates with Figo Pet Insurance.
- **Working Advantage:** Employees and dependents can take advantage of a discount program to save up to 60% on ticketed events and online shopping.

## Retirement • Oh My Green 401(k) Plan

Eligible employees may participate in Oh My Green's qualified 401(k) retirement savings plan. You may make tax deferred contributions into a variety of investment options. You may contact Human Resources for additional information about the 401(k) Plan.

## Employee Assistance Program (EAP)

Your EAP is a free, professional, **confidential** consultation service provided by Magellan. All counselors and consultants are experienced, licensed professionals who have specialized training in employee assistance consultation. *Everything discussed in consultation is kept completely confidential.* The Employee Assistance Program can be contacted at **(800) 450-1327**.

# 2019 Observed Office Closure

HOLIDAY	DAY OF THE WEEK	DATE
New Year's Day	Tuesday	January 1, 2019
President's Day	Monday	February 18, 2019
Memorial Day	Monday	May 27, 2019
Independence Day	Thursday	July 4, 2019
Labor Day	Monday	September 2, 2019
Thanksgiving	Thursday	November 28, 2019
Day After Thanksgiving	Friday	November 29, 2019
Christmas Eve	Tuesday	December 24, 2019
Christmas Day	Wednesday	December 25, 2019
New Year's Eve	Monday	December 31, 2019

Holidays falling on a Sunday will be observed the following Monday. Holidays falling on a Saturday, will be observed on the prior Friday.

## Shift Specific:

- PM shifts observe the holiday closure the night prior. For example: Monday President's Day, PM shifts will be closed Sunday night. However, PM shifts will be open on Monday night the day of. AM shifts observe the holiday closure the day of.
- Some sites may have other closure days based on that sites company holiday schedule. Schedules will be adjusted based on client needs but unless it is a listed holiday closure above, it will not be a company closed holiday for Oh My Green.
- For any questions regarding schedules or site specific closures, please reach out to your manager.
- For policy related questions, please reach out to [Human Evolution](#) or visit the Oh My Green [Wookie](#) for more information.

# Paid Time Off

**Hourly employees** accrue time for vacation and sick hours based on the accrual rates below.

PART-TIME HOURLY – VACATION ACCRUAL	FULL-TIME HOURLY – VACATION ACCRUAL
3 days a year (24 working hours)	7 days until 1 year anniversary (56 working hrs) 2.15 hrs accrued per pay period (26 pay periods)
0.92 hrs accrued per pay period (26 pay periods)	14 days after 1 year anniversary (112 working hrs) 4.31 hrs accrued per pay period
Max accrual capped at 21 days	Max accrual capped at 21 days
Accrued hours can be used after 90 days from the date of hire	Accrued hours can be used after 90 days from the date of hire
Accrued unused hours will roll over to the next year (21 day accrual cap)	Accrued unused hours will roll over to the next year (21 day accrual cap)

ALL HOURLY – SICK ACCRUAL
Accrue 1 hour for every 30 hours worked
Can be taken after 30 days from the date of hire
Accrued unused hours will roll over to the next year (5 day cap accrual cap)

Any sick time over 5 days may be subject to a leave of absence. Consult with Human Evolution for more information regarding all other leaves.

**Salaried employees** are offered unlimited vacation time off based on an honor policy. Any sick leave taken over 5 days may be subject to a leave of absence.

Consult with Human Evolution for any leave of absences including but not limited to disability, pregnancy, FMLA or other types of extended leaves of absence discussed in the Employee Handbook or required under the law.

## Nationwide Coverage

We cover many of the largest metropolitan areas in the United States with our amazing office kitchen and healthy-snacking service.

