



SQUARE ONE CONCEPTS

BENEFIT SNAPSHOT | 2025



Square One Concepts is proud to offer a comprehensive benefits package to eligible, full-time employees who work at least 30 hours* per week. Many plans also allow you to cover your eligible spouse or domestic partner and dependents. Medical, dental and vision coverage begin the first of the month following 30 days of employment.

MEDICAL BENEFITS

We provide four medical plan options—one of which is HSA-eligible—through BCBSAZ. The Prosano plan provides access to the Prosano Health care experience.

DENTAL BENEFITS

We offer dental coverage through BCBSAZ. The buy-up plan covers orthodontic services for children and adults.

VISION BENEFITS

We offer vision coverage through MetLife. Coverage includes eye exams, eyeglass lenses or contacts, frames and more.

VIRTUAL VISITS

If you enroll in our medical benefits, you have access to BlueCare Anywhere. Connect online with a doctor to address a range of physical and mental health concerns.

WELLNESS PROGRAM

Sharecare is an interactive, personalized wellness program that makes it easy for you to manage and improve your well-being.

WELL-BEING RESOURCE

With Beyond Med, you can access a network of board-certified doctors and licensed providers at reduced rates of up to 20% on elective and cosmetic services.

HEALTH SAVINGS ACCOUNT

By enrolling in the HDHP plan, you get access to a Health Savings Account to use for eligible healthcare expenses.

LIFE AND AD&D INSURANCE

We provide life and accidental death & dismemberment coverage at no cost to you. You can also purchase supplemental coverage for yourself and your dependents.

DISABILITY INSURANCE

We provide long-term disability at no cost to you. You may also choose to purchase short-term disability, so you don't have a gap in coverage.

SUPPLEMENTAL BENEFITS

You can supplement your benefits with accident, critical illness and hospital indemnity insurance. When you have a covered event, these benefits are paid directly to you, so you can use the money however you need it.

EMPLOYEE ASSISTANCE PROGRAM

With AllOne Health's Employee Assistance Program, you and your household get unlimited access to consultants by telephone, resources and tools online, and up to three counseling sessions per year, per person, per issue.

RETIREMENT SAVINGS

To help you prepare for the future, we sponsor a 401(k) retirement savings plan. Square One Concepts will match a percentage of your personal contributions.

IDENTITY PROTECTION

You can purchase Allstate Identity Protection plan for yourself and your family—including your spouse, kids of all ages and senior family members.

PET CARE PLAN

Create a customized plan that works for you and your pets. This benefit is employee-paid through weekly payroll deduction.

DISCOUNTS & PERKS

- Dining Discounts
- Retail Discounts
- Corporate Shoe Program
- Student Loan Relief
- Car Rental Discount
- Office Depot Program
- Best Buy For Business

Variable hour employees will be measured for 11 months starting with the hire date, initially, and annually thereafter from March 1 to Feb. 28 of each year. Any variable hour employee whose hours were above the full-time threshold will be moved to full-time status, triggering a qualifying life event and eligibility to enroll in the company plan for the duration of the next initial stability period.