



BENEFIT SNAPSHOT



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 offer comprehensive medical and prescription coverage through Aetna. Choose from four plans, including an HSA-eligible plan.



Dental Benefits

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



Vision Benefits

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



Virtual Visits

If you enroll in our medical benefits, you have access to 98point6. Connect online with a doctor to address a wide range of health concerns at no cost to you.



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 HSA 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.



Mental Health Resources

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.

If you're enrolled in our medical benefits, you and the members of your household can also access short-term counseling, financial services and daily life assistance through Resources for Living at no additional cost.



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
- Best Buy For Business

**Variable hour employees will be measured for 11 months starting with the hire date 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.*