

Employee Benefits Policy

TechCorp Solutions offers comprehensive benefits designed to support employee health, financial security, and work-life balance. This policy outlines available benefits and enrollment procedures.

Health insurance includes medical, dental, and vision coverage with multiple plan options. Premiums are shared between employer and employee, with the company covering approximately 80% of costs.

Retirement planning features a 401(k) plan with employer matching up to 6% of salary. Employees can contribute pre-tax dollars with immediate vesting on all contributions.

Life insurance provides coverage equal to annual salary, with options for additional voluntary coverage. Long-term disability insurance protects income in case of extended illness.

Flexible spending accounts allow pre-tax contributions for medical and dependent care expenses. These accounts help reduce taxable income and cover eligible healthcare costs.

Paid time off includes vacation days, sick leave, and holiday pay as outlined in the separate PTO policy. Accrual rates increase with tenure and performance.

Professional development funding supports training, conferences, and education expenses up to \$2,000 annually. Tuition reimbursement is available for job-related courses.

Wellness programs encourage healthy lifestyles through gym memberships, health screenings, and wellness challenges. Employee assistance programs provide confidential counseling services.

Parental benefits include paid maternity and paternity leave, with options for extended unpaid leave. Adoption assistance provides financial support for qualified adoptions.

Employee discounts offer savings on various products and services through partnerships with local and national vendors. TechCorp branded merchandise is available at reduced prices.

Commuter benefits help offset transportation costs with pre-tax contributions for public transit, parking, or vanpool services.

Regular benefits fairs and one-on-one consultations ensure employees understand and maximize their benefits. Open enrollment occurs annually with opportunities for changes.