

HorizonWorks Benefits Summary 2025

[OUTDATED - SEE 2026 VERSION]

Effective January 1, 2025

MEDICAL INSURANCE

Provider: Aetna

Plan Options (Employee Only Monthly Premium):

Bronze: \$135/month - High deductible, lower premium

Silver: \$180/month - Balanced coverage

Gold: \$245/month - Lower deductible, higher premium

Platinum: \$325/month - Comprehensive coverage

In-network preventive care: 100% covered

Out-of-pocket maximum: \$6,000 (individual) / \$12,000 (family)

DENTAL & VISION

Dental Provider: MetLife

Basic: \$18/month - Preventive + basic procedures

Enhanced: \$40/month - Includes orthodontia

Vision Provider: VSP

Standard: \$10/month - Annual exam + \$150 frame allowance

Premium: \$22/month - Annual exam + \$250 frame allowance

RETIREMENT - 401(k)

Company Match: 4% of salary

Vesting: 2-year cliff (100% after 2 years)

Provider: Fidelity

Investment options: Target date funds, index funds, self-directed

PAID TIME OFF

Accrued PTO:

Years 0-2: 15 days/year

Years 3-5: 20 days/year

Years 6+: 25 days/year

Company Holidays: 10 days

Sick Leave: 5 days per year

PARENTAL LEAVE

Primary Caregiver: 12 weeks paid leave
Secondary Caregiver: 4 weeks paid leave
Must be taken within 6 months of birth/adoption

MENTAL HEALTH & WELLNESS

Therapy Sessions: 6 free sessions/year via Lyra
Gym Reimbursement: \$50/month
Wellness Programs: On-site yoga (HQ only)

OTHER BENEFITS

Life Insurance: 1x salary (free), 2x (\$12/mo), 3x (\$24/mo)
Disability: Short-term and long-term included
HSA: Company contributes \$400/year (Bronze/Silver plans)
FSA: Healthcare and Dependent Care options available
Employee Stock Purchase Program: 15% discount on stock
Commuter Benefits: Pre-tax transit and parking
Professional Development: \$1,500/year for courses, conferences

Questions? Contact HR: benefits@horizonworks.com

Benefits Portal: workday.horizonworks.com/benefits

Document Version: 2025.1 | Last Updated: January 2025