

# 2026 BENEFITS OVERVIEW



## MEDICAL PLANS

- **Medical:** 6 comprehensive medical plans starting at \$22.50 per month. (3) PPO plans and (3) HDHP plans with HSA or Flex spending accounts. Annual company contributions up to \$1000 towards HSA accounts.
- **Dental:** Dental plans starting at \$19.04 per month with 2 tiers of coverage available.
- **Vision:** Vision plans starting at \$5.49 per month with 2 tiers of coverage available.
- **Additional Policies:** Critical illness, hospital, and accident insurance policies available.

## PAID TIME OFF

- **Vacation:** 17 days of vacation in your first year, with the opportunity to accrue more days with tenure.  
*\*Separate sick policy. See below.*
- **Paid Company Holidays:** Paid holidays and an additional week called Winter Break – the week between Christmas Day and New Year’s Day!
- **Sick Time Policy:** Sick time available to be used for yourself or to assist a family member.
- **Volunteerism:** One day of paid time off each year to volunteer and support the community.

## OTHER BENEFITS

- **401k:** 3% employer contribution for all employees, regardless of employee contribution; earn up to an additional 1.5% employer match on your employee contribution; and opportunity to earn a profit share contribution of 1.25%.  
*\*No waiting period or vesting schedule.*
- **Wellness:** An integrated wellness platform that brings together a variety of fun and engaging ways to set and achieve your own personal objectives with Amazon gift cards as incentives. Other wellness benefits include daily group walks, free snacks in the breakroom, and \$50 monthly gym reimbursements.
- **Educational Assistance:** Receive support on certifications. Tuition reimbursement available after 6 months of employment.

### ADDITIONAL EMPLOYER FUNDED BENEFITS

- Group Life Insurance\*
- Accidental Death & Dismemberment\*
- Long Term Disability\*
- Ample sick time policy in lieu of short-term disability

*\*Policies provided to employees working at least 20 hrs. per week.*

For more information, visit [namic.org](http://namic.org)