

*Optimum is proud to offer a comprehensive and generous  
Benefit and Perks Plan\**

*\*(Eligibility may vary)*

## Healthcare benefits

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UnitedHealthcare®

1. Comprehensive medical coverage with two options including PPO and EPO
  - Non-smoking employees save up to 67% on their individual coverage
2. Dental and Vision – Optimum will fully pay for employee individual coverage
3. Eligibility for Medical, Dental and Vision coverage begins 1<sup>st</sup> of the month following one month of employment.
4. Spouse and Family options available as well.

## Life Insurance/STD/LTD

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Optimum will fully pay for:

1. \$50,000 Employee Life Insurance
2. Employee Short Term Disability Insurance
3. Employee Long Term Disability Insurance

## 401(k)

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1. 100% match for up to 2% of salary for eligible employees

## Bonuses and Long-Term Incentive Compensation Plans

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1. Annual bonuses and company contributions to a long-term incentive plan based on employee and company performance

## Paid Time Off

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1. Optimum offers a Single PTO policy for full-time employees including PTO and Sick Days
2. 6 Paid Holidays\*, and
3. 2 Paid Floating Holidays

Part-time employees are paid PTO based on hours worked

\*New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day



## Employee Meals

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Optimum's Seamless Account provides a monthly meal allowance for all employees to be utilized at the employee's discretion

1. \$200 Per Month for employees working at least 20 hours a week
2. \$100 Per Month for employees working less than 20 hours a week

In office employees have access to free healthy office snacks, fruit, and beverages

## Professional Development

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Optimum supports career development for all team members. Professional development classes, conference attendance, certifications, and skill enhancement are encouraged and paid for at management's discretion.

## Employee Engagement

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1. Winter Holiday and Summer Outing
  - Prior outings include: Broadway shows, escape the room, sporting events, etc.
  - Temporarily substituted by virtual events
2. Employee Discount Programs
  - Plum Benefits – events, ticket discounts, travel discounts
  - Verizon, T-Mobile, AT&T
  - Brooks Brothers
  - Hertz Rent-a-Car
  - Dedicated American Airlines Customer Support for company related travel questions