

Insurance



Comprehensive medical and dental insurance

Starting premium is less than \$30/pay period with \$1,000 deductible – MDLive

employer paid!

Vision insurance

Life insurance + AD&D insurance

Long and short-term disability

Time off



Generous vacation accrual beginning first payroll with year-over-year rollover

plus

Seven-nine personal/
sick days per year*

Two Personal
Development days
per year

One paid day off in
dedication to Service
and Activism

8 holidays
(offices closed!)
per year

Up to 16 weeks of
paid parental leave

12 week paid
sabbatical after 10
years of employment

Savings



401K with Employer match up to \$5,000/Year*

Roth (post-tax) and traditional (pre-tax) options available

HSA

Healthcare FSA

Dependent care FSA

Parking and transit FSA

Perks



Connectivity reimbursement

Up to \$150/month

Lyra mental health benefit

Employees, dependents, and spouse have up to 12 sessions each covered by Thoughtworks

Personal Development Budget

Receive up to \$2,000 per year to support your unique career development needs

Credit card annual fees*

Up to \$75/year in membership fees

Medical FSA contributions

\$500/year sponsored by Thoughtworks

Tax prep services

\$100/year in tax prep services when working in two or more states

Headspace Free subscription

(even if already subscribed)

Parenting classes

\$100/year for parenting classes

Udemy for business

over 6000 free digital learning titles

HSA contributions

\$500/individual or \$1,000/family sponsored by Thoughtworks

Passport*

\$165 for passport fees once every 10 years

*In compliance with the US Travel and Expense Policy

Extras



AT&T: 25% off eligible wireless accessories and save \$10/month per line on unlimited plan

Morgan Stanley: Free financial advisor assistance and financial wellness assessment

Tickets at work: Exclusive discounts on movie tickets, theme parks, hotels, tours, shows and more!

Lyra: Access and discounts to legal, financial, and dependent care services

Pet insurance: 5% discount on insurance per pet (15% 2+ pets) through Nationwide

Verizon: 25% off eligible accessories and 12% data discount*

Insurance



		Basic		Standard		Premier		HDHP/HSA	
		INN	OON	INN	OON	INN	OON	INN	OON
Medical BCBS of IL	Deductible	\$1,000/ Individual	\$2,000/ Individual	\$750/ Individual	\$1,500/ Individual	\$500/ Individual	\$1,000/ Individual	\$1,800/ Individual	\$3,600/ Individual
		\$2,000/ Family	\$4,000/ Family	\$1,500/ Family	\$3,000/ Family	\$1,000/ Family	\$2,000/ Family	\$3,600/ Family	\$7,200/ Family
	Embedded or Non Embedded	Embedded		Embedded		Embedded		Non Embedded	
	Coinsurance	80%	60%	90%	70%	100%	70%	80%	60%
Out of Pocket (OOP) Includes ded, coins, and copays		\$3,000 Individual	\$6,000 Individual	\$2,000 Individual	\$4,000 Individual	\$1,000 Individual	\$4,000 Individual	\$3,500/ Individual	\$7,000/ Individual
		\$6,000 Family	\$12,000 Family	\$4,000 Family	\$8,000 Family	\$2,000 Family	\$8,000 Family	\$7,000 Family	\$14,000 Family
FSA or HSA Eligible Chard Snyder		Healthcare FSA		Healthcare FSA		Healthcare FSA		HSA	
Company Contribution		Annual \$500		Annual \$500		Annual \$500		\$500/ Individual or \$1,000 Family	
Garner Eligible		Eligible		Eligible		Eligible		Eligible	
Preventive		100% (No Ded)	60%	100% (No Ded)	70%	100% (No Ded)	70%	100% (No Ded)	60%
Office Visits		\$25 Copay	60%	\$20 Copay	70%	\$15 Copay	70%	80%	60%
Specialist Visit		\$35 Copay	60%	\$30 Copay	70%	\$25 Copay	70%	80%	60%
Urgent Care		\$30 Copay	60%	\$30 Copay	70%	\$25 Copay	70%	80%	60%
Inpatient Hospital Services		80%	60%	90%	70%	100%	70%	80%	60%

Insurance



	Basic		Standard		Premier		HDHP/HSA	
	INN	OON	INN	OON	INN	OON	INN	OON
Emergency Room	80%		90%		100%		80%	
Diagnostic X-ray and Lab Services	100% (No ded)		100% (No ded)		100% (No ded)		60%	
Advanced Imaging	80%	60%	90%	70%	100%	70%	80%	60%
Pharmacy	Copay \$10 Generic \$45 Preferred \$70 Non-Preferred \$100 Specialty Mail Order - 90-day supply 2.5x retail copay		Copay \$5 Generic \$40 Preferred \$60 Non-Preferred \$90 Specialty Mail Order - 90-day supply 2.5x retail copay		Copay \$5 Generic \$35 Preferred \$50 Non-Preferred \$80 Specialty Mail Order - 90-day supply 2.5x retail copay		80% Mail Order - 102 day supply	60% Mail Order - not covered
Pharmacy Out of Pocket (Rx OOP)	\$4,950/Individual \$9,900/Family		\$4,950/Individual \$9,900/Family		\$4,950/Individual \$9,900/Family		N/A pharmacy and medical OOPs are combined	
	Standard				Premier			
Dental	\$50/Individual				\$50/Individual			
Preventive and diagnostic	100% (No Ded) 2 cleanings				100% (No Ded) 3 cleanings			
Basic restorative services	80%				90%			
Major restorative services	50%				60%			
Calendar year maximum	\$1,500				\$3,000			
Orthodontic services	50%				50%			
Lifetime orthodontic maximum	\$1,000 for child only				\$2,000 for adult and child			