



Benefits at Numerica

We strive to offer competitive benefits to each Numerican. Taking care of our team is a top priority.

Health Insurance

Health insurance is available to all regular full-time employees. Numerica pays 100% of the employee's premium and 80% of the premium for dependents.

Dental Insurance

Dental insurance is available to all regular full-time employees. The premiums for both the employee and dependents are shared with Numerica 50/50.

Vision

Numerica offers vision insurance for you and your dependents. We pay the premium.

401(k) Plan

Numerica provides a 401(k) plan and matches 100% of the employee contribution up to the first 6% of the employee's wages contributed (not to exceed IRS limitations). You become eligible to participate on the first day of the month following your two-month employment anniversary. The employer match is immediately 100% vested.

Long Term and Short Term Disability Insurance

Disability insurance helps protect you in the event you can't work due to unforeseen sickness or injury. Both are provided at no cost to you.

Life Insurance

Term life insurance is provided in an amount equal to your base annual salary, but not to exceed \$50,000 (the maximum allowed without tax consequences). Numerica pays 100% of the premium.

Flexible Spending Account and Health Savings Account

Both medical and dependent care FSAs are available, as well as an HSA option to help pay for medical and dental expenses not covered by insurance.

Telehealth

An added medical benefit that allows you to resolve many of your medical issues –anytime day or night – through the convenience of phone or online video consultation for a \$0 fee.

Personal Time Off and Sick Leave

All regular, full-time employees earn PTO for every recorded hour they work, rather than the traditional system of earning PTO with each passing pay period. It's just one of the ways we say thanks for going above and beyond. PTO is calculated on a sliding scale based on length of service. In addition, each employee receives five paid sick days per calendar year.

Holidays

Numerica offers a paid company-wide “shut down” the week between Christmas and New Year’s Day. We also offer Memorial Day, Independence Day, Labor Day, and Thanksgiving Day and the following Friday, as paid holidays.

Tuition Reimbursement

We recognize that our employees' skills and knowledge are critical to the success of Numerica, so we offer an education assistance program to encourage employees to maintain and improve their job-related skills through formal education.

Referral Program

We value excellence in our people and will gladly pay a \$1,000 bonus to anyone who refers top talent to our team, whether you work at Numerica or not.

Incentive Compensation

Every employee is eligible to earn additional incentive compensation for special individual achievements, team quarterly goals and company profit-based annual bonuses. We want you to strive to accomplish amazing outcomes and when Numerica succeeds, you profit.

Health and Wellness

Numericans are reimbursed up to \$480 each year for health club membership dues and on-site yoga classes are offered twice per month.

Massage Day

Numerica offers employees a free 25-minute on-site massage twice per month by a licensed massage therapist. Many Numericans say this is their favorite benefit and one they can’t live without.

Annual Company Party

Each December, we have a company-wide meeting to review the prior year, pass out awards and talk about future business direction. Then our significant others join us to celebrate the holidays before we all leave for a week’s paid vacation.

Summer Family Picnic

Each summer, Numericans and their families slather on sunscreen and gather at a local venue to enjoy an afternoon of BBQ, beverages and fun water activities.

Bobblehead Hall of Fame

Each year, the company’s top performer is awarded the Numerica’s Cup and is immortalized with a custom bobblehead doll. Once the superstar’s mini-me is completed, it is prominently displayed with those of previous winners in the lobby of our office.

