

# ACT BENEFITS

## SUMMARY

ACT is proud to offer our team members a comprehensive, competitive, and flexible suite of benefits that are market competitive. We work closely with our various plan providers to ensure team members have access to the best resources available when it comes to taking care of themselves and their families. Our guiding principles for team member benefits include providing market-competitive core programs alongside offerings unique to ACT and its mission.

### HEALTH & WELLNESS

- **Medical, Dental, and Vision Insurance:** Comprehensive coverage to ensure you and your family stay healthy.
- **Employee Assistance Program:** Counseling services, wellness coaching, and online resources to help team members when life gets challenging.
- **Reimbursement Accounts:** Option to contribute pre-tax funds to a health savings account or flexible spending accounts for health care and dependent care.
- **Caregiver Support:** Access to a caregiving platform with personalized guidance from expert Care Coaches, digital tools, and an integrated care provider support network and community.

### FINANCIAL SECURITY

- **Retirement Savings:** 401(k) retirement plan with company match to help you save for the future.
- **Life, Accident, Critical Illness, Hospital Indemnity, and Disability Insurance:** Financial protection for you and your loved ones in case of unforeseen events.
- **Legal Insurance & Identity Theft Protection:** Help with legal matters that may cause stress, hardships, or financial challenges.
- **Financial Wellness Program:** Access to tools, educational content, and group coaching from financial experts to help save and plan for the future. This program is available at no cost to you.

### OTHER BENEFITS

- **Education Assistance & Tuition Reimbursement:** Financial support to further education and skill development.
- **Flexible Work Arrangements:** Includes flextime schedules, reduced workweek/part-time employment, and connected working situations.
- **Paid Time Off (PTO):** Take time to rest, recharge, and attend to personal matters.
- **Other Paid Leave Programs:** Short & Long-Term Disability, Parental Leave, Family Caregiver Leave, Bereavement Leave, and more.