

# PERFORMANT

## 2023 Benefits at a Glance



### Health Insurance

Performant is pleased to offer eligible employees exceptional choices when it comes to their medical coverage. Depending on location, employees may choose from a variety of plan options.



### Dental

Support your oral health and overall wellness through one of our two Dental plans.



### Vision

Our network provides flexible options with 100,000 care access points across the country.



### Disability

If you become ill or injured and are unable to work, Performant offers Short Term and Long-Term Disability coverage to provide income replacement while you are out.



### Life & Accident Insurance

Safeguard the most important people in your life through Term life and AD&D insurance. Performant provides eligible employees with coverage at no cost, with the option to purchase additional supplemental life and accident insurance.



### Health Savings Account (HSA)

Employee's enrolled in the high deductible health plan (HDHP) are eligible to contribute pre-tax dollars for eligible healthcare expenses each year.



### Flexible Spending Account (FSA)

Save money on medical care by paying for eligible healthcare expenses or dependent care expenses with tax free dollars. You decide how much to contribute.



### Health Reimbursement Account (HRA)

Employees enrolled in the HRA options receive company contributions to their HRA account to pay for eligible out of pocket medical expenses.



### Indemnity Coverage

Performant provides employees with coverage options that provide cash benefits if you or a covered family member is accidentally injured or diagnosed with a critical illness.



### Retirement Savings Plan

Eligible employees have access to various retirement savings options, including traditional 401(k) and Roth IRA.



### Paid Time Off

Time off is important to rest, spend time with family, boost mental health, or recover from illness. Performant provides employees with paid time off so you can focus on you.



### Paid Holidays

Performant provides 11 paid holidays each year, which includes scheduled days as well as floating holidays.



### Paid Parental Leave

Performant offers new parents 100% paid time off for up to 6 weeks to care for and bond with a newborn, newly adopted, or newly placed child.



### Wellness Programs

Reduce stress and improve overall wellbeing through Performant's diversified wellness program.



### Employee Assistance Program (EAP)

Through our EAP program, employees have access to 24/7 assistance as well as in person visits to address concerns such as stress, family counseling or financial hardships.