

PERFORMANT

2025 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:

- Kaiser Permanente
- EVHC PPO, HRA or HDHP



Dental

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



Vision

An annual eye exam helps protect more than eyesight. Vision through Eyemed 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 through Lincoln Financial 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)

Employees enrolled in the Anthem 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 with tax free dollars. You decide how much to contribute.



Health Reimbursement Account (HRA)

Employees enrolled in the Anthem HRA options receive company contributions to their HRA account to pay for eligible out of pocket medical expenses. Individuals receive \$960, and employees enrolled in dependent coverage receive \$1,320 annually.



Indemnity Coverage

Lincoln Financial Accident and Critical Illness coverage provides 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 through Fidelity, including traditional 401(k) and Roth IRA.



Paid Time Off

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



Paid Holidays

Performant provides 11 paid holidays each year, including 9 calendar days and 2 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.



Flexible Spending Account (DCFSA)

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



Employee Assistance Program (EAP)

Through our EAP program, employees have access to 24/7 assistance as well as 8 in person visits a year to address concerns such as stress, family counseling or financial hardships.