



Perks & Benefits

We believe great work happens when associates feel supported both professionally and personally. That's why we offer competitive benefits, meaningful perks, and opportunities to have fun along the way.

Health & Well-Being

Medical Insurance

Vizance offers two medical plan options so associates can choose the coverage that best fits their healthcare needs and budget.

Dental Insurance

Choose from two dental plan options that cover preventive, routine, and restorative care to help keep your smile healthy.

Vision Insurance

Vision coverage helps pay for eye exams, glasses, contact lenses, and other vision care needs.

HSA/FSA

Vizance offers pre-tax savings accounts to help cover out-of-pocket expenses. Depending on your plan, you may be eligible for a Health Savings Account (HAS) or one of three Flexible Spending Account (FSA) options: a Healthcare FSA, Limited Purpose FSA (for dental and vision expenses if contributing to an HSA), or Dependent Care FSA. These accounts you use tax-free dollars for qualified healthcare or dependent care costs.

Short-Term Disability (STD)

100% paid by Vizance, Short-Term Disability provides income protection if you are unable to work due to a qualifying illness or injury. Associates receive 60% of their salary, up to \$1,000 per week.

Long-Term Disability (LTD)

Long-Term Disability helps protect your income during an extended disability. Associates receive 60% of their salary, up to \$8,000 per month, if they are unable to work due to a qualifying condition.

Life Insurance and AD&D

Vizance provides employer-paid Life Insurance and AD&D coverage of \$50,000 for associates, offering financial protection for you and your loved ones. Associates can also purchase additional life insurance coverage for themselves, their spouse, and/or dependent children.

Health & Well-Being

continued



Accident Insurance

Provides cash benefits for covered accidental injuries to help with unexpected medical expenses.

Critical Illness Insurance

Offers a lump-sum benefit if you're diagnosed with a covered serious illness such as cancer, heart attack, or stroke, helping ease financial stress during recovery.

Hospital Indemnity Insurance

Provides cash benefits for covered hospital stays that can be used for medical bills or other expenses.

Teladoc Virtual Care & Mental Health

Associates enrolled in a Vizance medical plan have access to Teladoc, providing convenient 24/7 virtual care for non-emergency medical needs and confidential access to licensed therapists and psychiatrists for mental health support. This benefit makes it easy to get the care you need, when and where it's most convenient.

Financial Benefits

401(k) with Company Match

Save for retirement with confidence through company match up to 4% that help grow your future savings.

Referral Bonus Opportunities

Refer new associates to Vizance and earn a bonus of up to \$3,050!

Shareholder Program

Associates have the ability to become shareholders of Vizance.

Growth & Development



Leadership Development Program

This program includes sessions focused on key leadership topics where participants learn and discuss strategies for effective leadership in both their current and future roles.

Clear Career Pathways

We believe in growing talent from within and creating pathways for advancement.

Training & Mentorship Programs

Structured onboarding and ongoing learning opportunities that support success at every level.

Industry Certifications

Resources and assistance for earning certifications that enhance your professional expertise.

Paid Licensing

Vizance pays the costs associated with obtaining an insurance license for associates new to the industry.

Time Away From Work

Paid Time Off (PTO)

Enjoy flexible paid time off that grows with your tenure, allowing you to relax, recharge, and maintain a healthy work-life balance. Also enjoy designated paid holidays throughout the year.

Birthday Day Off

Enjoy an extra day off to use around your birthday.

Volunteer Time Off

Paid time to support causes and organizations that matter to you.

Parental Leave Program

Welcoming a new child is a big moment. Our Parental Leave Program gives you paid time off to focus on your family during this exciting transition.

Time Away From Work

continued



Bereavement Leave

Supportive leave benefits to help associates focus on family during difficult times.

Hybrid & Flexible Scheduling

Options that help balance professional responsibilities with personal commitments, including options for remote work.

Summer Hours

Seasonal scheduling flexibility that allows associates to make the most of summer.

Team Culture & Fun

Company Celebrations

Moments throughout the year to celebrate milestones, achievements, and special occasions.

Holiday Parties

Festive gatherings that bring associates together to celebrate the season.

Associate Appreciation Events

Dedicated events and activities that recognize the contributions of our team members.

Volunteer Opportunities

Meaningful ways to support local communities while making an impact together.

Cheers from Peers

Recognition program that celebrates outstanding performance, teamwork, and achievements.

Awards Program

All associates have the chance to be recognized and achieve Vizance awards!

