

# COHNREZNICK BENEFITS HIGHLIGHTS

CohnReznick is proud to offer a wide range of health and lifestyle benefits designed to sustain employees' physical, mental, and emotional health, and address other needs critical to well-being.



## Health and wellness

- Three medical plan options,\* including a high-deductible health plan
- Vision and dental plans, including an option for orthodontia benefit
- Prescription drug coverage
- Flexible spending (health, limited purpose, and dependent care) and health savings accounts
- Complimentary access to physical and mental health resources (including Headspace, Spring Health, Prevention Cloud, and Peerfit)
- Virtual care programs for mental health and physical therapy
- Life insurance (group term, and supplemental available for self, spouse, and child)
- Short- and long-term disability

## For parents and caregivers

- Parental leave - Up to 8 weeks of paid parental leave following birth or placement of a child for adoption or foster care
- Fertility, adoption, and surrogacy benefits
- Bright Horizons/parenting/caregiver support



## Inclusive benefits

- Gender-affirming (sometimes called sex change) treatment
- 4-6 weeks paid time off (PTO)
- For 2022, 17 paid holidays (including July 4th and Thanksgiving weeks off)
- Pre-tax parking through payroll deductions

## Financial and professional development

- 401(k) with employer match and profit-sharing contributions
  - Employer match: 25% on the first 6% of employee's deferred compensation
  - Profit-sharing contribution: Eligibility based on length of service and hours worked
- CPA review course reimbursement and exam completion bonus
- College financial planning
  - 529 college savings
  - Student loan refinancing
- CReate Wellness financial courses
- Wage Works (commuter pre-tax benefits)



\*Machine-readable files viewable [HERE](#)

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