

## BENEFITS SUMMARY

Team Aronson knows its people are its most valuable asset. We believe in providing our people a platform that offers flexibility and caters to their ever-changing personal and professional needs.



## JOIN US

Welcome to Aronson LLC! We are very excited to have you join our team and are pleased to share some information about our firm and culture. With a multitude of perks available to Aronson employees, (team members), this is just a small sampling of the numerous benefits we offer. Further detail can be found in the firm's employee handbook. We look forward to providing additional insight into Aronson's culture and benefits!



FINANCIAL



EDUCATIONAL



COMMUNITY



INSURANCE



WELLBEING



### PAID HOLIDAYS AND FLEXIBLE TIME OFF

Aronson observes a number of paid holidays that include: New Year's Day, Martin Luther King Jr. Day, End of Busy Season, Memorial Day, Independence Day, Labor Day, and Christmas Day. Additionally, as a thank you to our team members, in 2021, we will be closed the entire week of Thanksgiving. During the summer season, we offer Summer Fridays, a half day every other week. The firm also provides Flexible Time Off to use as needed without worrying about a leave balance!



### FLEXIBILITY FIRST

The firm offers a flexible workplace, where team members are able to work from home or in office, or a mix of both. We offer a technology stipend to non-local team members to outfit your home office, and resources for all remote workers to succeed. Simply coordinate with your team leads and we'll work together to accommodate your preferences and the needs of your clients and teams!

### **401(K) & EMPLOYER CONTRIBUTION**

Aronson's 401(k) plan, managed by Fidelity Investments, is a great way to save for the future! Aronson provides a 3% contribution to all eligible team members without regard to the employee contribution. Every dollar put away puts you one step closer to retirement!

### **BONUS PROGRAMS**

The firm offers several bonus programs as a means of recognizing our team members for their individual contributions. The amount of the bonus may vary among team members depending on position, service length, performance record, or special merit. You are also eligible for significant financial rewards for referring new employees and clients to the firm!

### **529 COLLEGE SAVINGS PLAN**

Planning for your family's future is always challenging, but Aronson is pleased to help you achieve your savings goals. The firm has teamed up with American Funds—one of the oldest, largest, and most experienced investment managers in the United States—to offer you CollegeAmerica, a tax-advantaged savings program designed to help pay for higher education.

### **FSA & HSA**

Flexible spending accounts (FSAs) and health savings account (HSAs) are available to regular and flex full-time team members on their first day of employment. Under the plan, you can elect to have a portion of your salary withheld, pre-tax, to cover health care expenses for yourself and your dependents. FSAs also cover dependent care expenses.

### **TUITION AID**

Aronson has established an educational assistance program to help you achieve your goals. By providing up to \$5,000 a year in tax-free tuition assistance and up to an additional \$5,000 including fringe benefit assistance, we make it easier for you to pursue advanced degrees consistent with your career path!

### **DENTAL & VISION PLANS**

At Aronson, your medical benefits don't end with a health insurance card. Aronson also offers supplemental vision coverage and two dental plans from the nation's leading insurance providers, designed to fit virtually any need and budget.

### **PARENTAL LEAVE**

All full-time, benefit-eligible team members are eligible to receive 11 weeks of paid parental leave that can be used anytime during the six-month period of the birth or adoption date. Birth mothers receive an extra two weeks, totaling up to 13 weeks of leave!

### **CPA ASSISTANCE**

Want one less thing to worry about while studying for the CPA exam? As an Aronson team member, you will be eligible to receive review materials as well as paid time-off to sit for the CPA exam. Once you pass the exam, you will receive up to a \$5,000 bonus for your achievement!

### **PROFESSIONAL SUPPORT**

Regular and flex full-time team members are eligible to receive 100% reimbursement for their CPA licensing fee. In addition, you are also eligible to receive reimbursement for professional accounting society dues for either the AICPA or a state society, on an annual basis.

### **CONTINUING PROFESSIONAL EDUCATION**

Aronson is invested in your continued professional development. Through our learning and development platform, Aronson University, we provide our professional team members with 30–50 hours of CPE annually, offered through a combination of internal classes, external seminars and conferences conducted by leading authorities in the specialized field.

### **GROUP HEALTH CARE PLAN & HSA**

Aronson makes your health and wellness a priority. We provide the option of a comprehensive major medical plan with subsidized premiums to all regular and flex full-time team members and their dependents through a Health Savings Account (HSA). Each team member's medical coverage commences on the first day of employment.

### **COMMUNITY ENRICHMENT PROGRAM**

Aronson's Community Enrichment Program (CEP) is a program established to achieve our mission of enriching our communities. Among its many features, CEP supports your efforts through a formalized time-away-from-work provision that allows team members to take up to 40 hours of time each year to participate in volunteer programs.

### **GIVING BACK**

In addition to our team members' personal community service involvement, Aronson and the Aronson Foundation are proud to support a wide variety of initiatives designed to give back. Charity of the month and the annual Silent Auction are just a few of programs that we've implemented to encourage community focus.

### **SOCIAL EVENTS**

Aronson sponsors a variety of opportunities for you to interact with your peers outside of work. These events have included holiday galas, picnics, crab feasts, baseball excursions, ice cream socials, end-of-busy-season parties, intramural sports teams and more! We change it up each year, so be sure to keep your eye out for new announcements.

### **PET INSURANCE**

Keep your furry "family members" healthy by purchasing pet insurance. Choose from wellness plus, major medical, or major medical + wellness plus. The policies also include 24/7 access to expert pet advice with VetHelpline.

### **SHORT & LONG-TERM DISABILITY**

The firm provides short-term disability and long-term insurance to regular full-time team members and full-time flex team members. This insurance will pay a percentage of your earnings should you be unable to work due to illness or injury.

### **LIFE INSURANCE**

Peace of mind is hard to come by, but group life and accidental death and dismemberment insurance is available to Aronson's regular full-time team members and full-time flex team members. The cost of coverage is paid by the firm. Voluntary supplemental life insurance is also available.

### **LEGAL & IDENTITY THEFT SERVICES**

The firm offers voluntary legal and identity theft services to regular full-time team members and full-time flex team members. Should you need access to legal assistance, or if your identity is compromised, you will have access to a network of lawyers and an identity theft team to assist you with your needs.

### **HSA SEED MONEY**

For those who choose the HSA high deductible medical plans, the firm makes quarterly contributions to a health savings account - helping you save for future health care expenses.

## HEALTH CARE BREAKDOWN (semi-monthly rates; subject to change)

### HEALTH: CAREFIRST

### DENTAL: UNITED CONCORDIA

### VISION: VSP

	HEALTHY BLUE HMO HSA	BLUECHOICE ADVANTAGE HSA NATIONAL NETWORK	BLUE PREFERRED PPO NATIONAL NETWORK	LOW PLAN	HIGH PLAN	SIGNATURE PLAN
	\$31.00	\$63.00	\$147.00	\$17.82	\$26.05	\$4.49
	\$107.00	\$188.00	\$356.00	\$35.38	\$48.85	\$7.56
	\$150.00	\$261.00	\$496.00	\$62.41	\$86.38	\$12.44
						\$7.72