

# Benefits of Working with Us.

	BENEFIT	DETAILS
	An Opportunity to Change the World	Our vision is a “Virtual Reality Pharmacy” in every home. You will help lead a transformation in healthcare to innovative self-driven & owned solutions. By putting the power of accessible, intuitive & self-managed digital tools into the hands of patients, a future of enhanced healing & hope will be within reach thanks to you/us!
	A Culture of Belonging	While our products rely on cutting-edge, life-changing technology, we rely on each other. We respect individuals. We listen open-mindedly. We value honesty. We protect dignity. We never say it's someone else's job. We meet our commitments & have a bias for action. And, we live by our values: <i>Empathetic, Evidence-based &amp; Entrepreneurial</i>
	Flexible Time Off & Company-Wide Vacation	We value and encourage work/life harmony. We want to ensure you have time away from work to relax & recharge. AppliedVR offers flexible vacation time for team members and nineteen (19) paid holidays/annually, including a company-wide vacation during the winter holiday season.
	Company Retreats	We're a remote-first company that is reinventing how to think about our team member experience. This means fun & connection-focused all-company events & more frequent small team offsites.
	Your Learning, Growth & Development	This is your career. And you will have teammates & company leaders helping you grow & plan the next phase of your journey. We offer guidance & collaboration on building aligned personal objectives, informal mentorships & growth-focused performance reviews. Because ours is a culture of feedback, you will find good peer coaches when you need them. And, in turn, you will offer your unique insights, experience & help to those around you.

**Please note:** 1099 Independent Sales Representatives are not eligible for employer-sponsored benefits.

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	<h2>Work-Life Harmony</h2>	<p>We promote a culture of flexibility. We offer amazing opportunities to grow your career &amp; experience success in building a new &amp; different organization. We are a fully-remote team with team members working from home offices across multiple time zones. Our commitment to AVR parents includes a competitive leave benefit and flexible schedules.</p>
	<p><b>Health &amp; Welfare Insurance:</b> Large-company-style UnitedHealthcare PPO Medical &amp; HDHP + SunLife Dental &amp; Vision for team members, spouses, &amp; families. We also offer a world-class Employee Assistance Program (EAP)</p> <p>(Note: Medical, dental &amp; vision benefits subsidized by AppliedVR at ~85%, with team members responsible for ~15% of monthly premiums. Our EAP is fully subsidized)</p>	<ul style="list-style-type: none"> <li>● <b>Medical (UHC) Monthly EE Contribution</b> <ul style="list-style-type: none"> <li>○ UHC PPO 0 <ul style="list-style-type: none"> <li>■ Employee: \$120.00</li> <li>■ Employee + Spouse: \$240.00</li> <li>■ Employee + Child(ren): \$230.00</li> <li>■ Employee + Family: \$340.00</li> </ul> </li> <li>○ UHC HDHP <ul style="list-style-type: none"> <li>■ Employee: \$89.18</li> <li>■ Employee + Spouse: \$187.27</li> <li>■ Employee + Child(ren): \$169.43</li> <li>■ Employee + Family: \$267.53</li> <li>■ AVR HSA Contribution: <ul style="list-style-type: none"> <li>● Employee: \$150</li> <li>● Employee + Family: \$200</li> </ul> </li> </ul> </li> </ul> </li> <li>● <b>Dental (Sun Life) Monthly EE Contribution</b> <ul style="list-style-type: none"> <li>■ Employee: \$7.49</li> <li>■ Employee + Spouse: \$15.14</li> <li>■ Employee + Child(ren): \$19.09</li> <li>■ Employee + Family: \$26.75</li> </ul> </li> <li>● <b>Vision (Sun Life) Monthly EE Contribution</b> <ul style="list-style-type: none"> <li>■ Employee: \$1.16</li> <li>■ Employee + Spouse: \$2.32</li> <li>■ Employee + Child(ren): \$2.55</li> <li>■ Employee + Family: \$3.71</li> </ul> </li> </ul>

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	Flexible Spending Account / Health Savings Account	A special pre-tax account you use to pay for certain out-of-pocket health care costs, depending on your selected plan. AVR is proud to provide employer contributions to anyone electing into an HSA, regardless of your own personal contributions.
	Dependent Care Account	A special pre-tax account that can be used to pay for custodial care of eligible dependents while our team members are at work.
	100% Subsidized Life Insurance	Coverage amount: 1x your annual earnings (to a maximum of \$275,000)
	100% Subsidized Long Term Disability Insurance	Provides 60% income protection if you're unable to work due to a serious illness or injury.
	Voluntary Benefits	Supplemental life, critical illness, cancer and hospital indemnity to help with out of pocket medical cost.
	Pet Insurance	Helps cover veterinary costs, ensuring your pets receive the care they need.
	401k Match	Our (up to) 4% match on team member 401(k) contributions is (in our opinion) one of the best perks going. We think this free money & the compound interest you get to take advantage of can make a serious difference in how much money you'll have when you retire. Never too early to think about & plan for this phase of life
	WFH Benefits	<ul style="list-style-type: none"> <li>• Monthly stipend for internet &amp; cell phone</li> <li>• Home office set-up stipend and ongoing office stipend</li> </ul>

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