









# AppliedVR™

## 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.
	Work-Life Harmony	We promote a culture of flexibility. We offer amazing opportunities to grow your career & experience success in building a new & different organization.

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		<p>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>Health &amp; Welfare Insurance: Large-company-style Cigna 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 (Cigna) Monthly EE Contribution</b> <ul style="list-style-type: none"> <li>○ Cigna Choice 250           <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>○ Cigna 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>
	<p>Flexible Spending Account / Health Savings Account</p>	<p>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.</p>

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	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)
	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>