



We Value You

At ERPi, we value the unique experiences, talents and backgrounds of all of our colleagues. Making sure that our employee benefits are the highest quality, affordable and provide for choice is a priority. We have introduced new benefits with the intention of making sure you feel heard, welcomed and appreciated. This year's rollout highlights our continued desire to offer benefits that celebrate you.

HOLIDAYS

We appreciate that people have different beliefs and cultural backgrounds and we don't all celebrate the same holidays. To enable you to use a holiday for your own choosing, employees can trade up to two of the ERPi-scheduled holidays in place of another holiday of your choosing in order to celebrate what is important to you.

HEALTH AND WELLNESS

We value your wellness and want to support your health and fitness goals. This year ERPi is offering reimbursement of up to \$30 per month for any fitness or gym club membership. In addition, CareFirst Blue Cross Blue Shield is offering Health and Wellness Programs that include health coaching, tobacco cessation, weight management, and financial well-being.

MENTAL HEALTH

We value your need for adequate mental health and self-care. ERPi has an Employee Assistance Program through Inova which provides free professional assistance for personal or work-related concerns. When you call, you will be connected with a Care Coordinator who can connect you to short-term counseling services, legal services, financial services, identity theft services and more.

FAMILY

We value our employees' personal and family wellbeing. ERPi has ensured that you can include your spouse or domestic partner to enroll in your health benefits. We have ensured the broadest eligibility of dependent to include legally married spouse and domestic partner, either same or opposite sex. Additionally, our Dependent Care FSA allows employees to use pre-taxed dollars towards qualified dependent care for children under age 13 and disabled adults in your care. To provide time and financial support to our employees with growing families, we have increased our parental leave this year to 5 weeks of paid parental leave for new mothers, 2 weeks paid parental leave for non-birth parents, and 1 paid week parental leave for grandparents.

FEEDBACK

While these are just some of the benefits that we currently offer, ERPi is dedicated to ensuring you have benefits that are responsive to your needs. Each year we conduct a satisfaction survey about employee benefits and what are our employees' priorities for coverage. We have developed this benefits package based on the collective feedback of respondents. If you have additional feedback regarding our benefits, please share your ideas or suggestions by contacting admin@erpi.net. We look forward to hearing from our team.

