

Equity Partner Benefit Participation Guide

Rev. 3/25

Benefit	Ability to participate	Note
Medical – PPO Plan	Yes	Paid at 100%; no firm-provided contribution
Medical – Health Care Savings Plan	Yes	Paid at 100%; no firm-provided contribution
Health Savings Account (HSA)	No	Equity Partners are not eligible to contribute pre-tax or receive the firm-provided contribution
Flexible Spending Account (FSA)	No	As this is a Cafeteria 125 plan, Equity Partners are not eligible to contribute pre-tax
Dental	Yes	Paid at 100%; no firm-provided contribution
Vision	Yes	Paid at 100%; no firm-provided contribution
Family Building	Yes	Equity Partners may access the platform and expert consults if they participate in the Medical Plan, but no financial benefits or reimbursements are available
Summus (Second Medical Opinion)	Yes	All Medical Plan participants are eligible
Accident	Yes	Paid at 100%; no firm-provided contribution
Critical Illness	Yes	Paid at 100%; no firm-provided contribution
Hospital Indemnity	Yes	Paid at 100%; no firm-provided contribution
Long-Term Disability	Yes	Paid at 100%; no firm-provided contribution
Pet Insurance	Yes	Paid at 100%; no firm-provided contribution; direct billed to you
Lyra (Mental Health Support)	Yes	All employees are eligible
Bright Horizons (Backup Care)	Yes	All employees are eligible
Calm (Meditation)	Yes	All employees are eligible
Homethrive (Family Caregiving Support)	Yes	All employees are eligible
Enrich Financial Wellness	Yes	All employees are eligible
Personify Health (Health & Wellness Hub)	Yes	All employees are eligible; not eligible for wellness incentive program
Wellbeats Wellness	Yes	All employees are eligible
Dependent Care FSA	No	As this is a Cafeteria 125 plan, Equity Partners are not eligible to contribute pre-tax.
Commuter FSA	Yes	As this is a fringe benefit, Equity Partners are eligible to contribute on a pre-tax basis
Retirement	Yes	
Life Insurance / AD&D	Yes	Equity Partners' life insurance plan is with MassMutual