



Working at ESA Management, LLC has its benefits

We exist to care for people who are building a better future for themselves and their families. One of the many ways in which we support this effort is through our benefit offerings. We promote STAYwell by providing benefits that focus on your physical, mental and financial health.*



Financial Benefits

- **401(k):** company provides a match to associate's deferral to support your retirement plan savings.



Travel Perks

- **Free hotel nights (7 per year):** Free night's stay at any ESA Management, LLC hotel.
- **Friends and Family discount (30 at a 30% discount):** Discounts on stays at any ESA Management, LLC hotel.

*Benefits are subject to eligibility and the plan terms.



Health & Wellbeing

- **Medical with RX:** choice of high and low deductible options with a company paid health reimbursement account that assists associates with out of pocket expenses, and an HSA medical option. All plan options provide a broad network of healthcare providers.
- **Dental:** provides an expansive network of participating dentists with low premium and deductible plan options.
- **Vision:** choice of two plan options with a wide network of providers, low physician visit copays, discounts on eyewear and contact lenses.
- **Flexible Spending Plans (FSA):** Pre-tax benefits that reduce your taxable income and provide funds for medical and childcare expenses.
- **Health Savings Plan (HSA):** Pre-tax benefit option to reduce your taxable income and provide funds for medical expenses even into retirement.
- **Aetna Vital Savings Program:** low premium discount program that provides discounts for prescription drugs, dental and vision services.
- **Dependent Life Insurance:** Spouse and child life insurance options available.
- **Disability Coverage:**
 - Long term: company pays 100% of the LTD Premium. Income protection at 50%. Supplemental protection levels available.
 - Short term: Income protection is at 60% weekly reimbursement up to a plan maximum.
- **Life and AD&D Insurance:** company pays 100% of the premium for a life insurance payment equal to 1X your base salary to your designated beneficiary.
- **Supplemental Life & AD&D:** Additional opportunity for life insurance up to 4X your base salary.
- **Employee Assistance Program (EAP):** company pays 100% of premium. The program provides valuable resources and support a variety of personal, family and work-related needs. Provides up to 5 face-to-face consultations per type of incident with a network EAP provider.