



The choice is yours.

2023



Benefit
Highlights



BENEFITS FOR A HEALTHY LIFE



BETTER HEALTH. BETTER WEALTH.

You like benefits. We like taking care of our employees. It's a perfect match! Snap One's benefit programs are designed to give you flexible choices to meet your unique needs.



Your health

Snap One's health care benefits provide coverage when it's needed — with a focus on programs that support and encourage healthy living and your overall well-being.

Medical and prescription benefits

Snap One's employees have a choice of Three medical plans administered by UnitedHealthcare (UHC). Along with a Kaiser Permanente option for California employees. Each medical plan provides comprehensive coverage, including preventive care covered at 100% and prescription benefits, as well as an extensive provider network.

Dental benefits

Affordable dental coverage through Humana helps keep you smiling. The Choice Plus PPO plan covers preventive, basic, and major care, as well as orthodontia services for dependent children.

Vision benefits

You have access to vision coverage through VSP that helps cover the cost of eye care, including standard vision exams, eyeglass frames and lenses, and contact lenses.

Health Savings Account (HSAs)

Employees who participate in a high deductible health plan can save tax-free on health care expenses while reducing your taxable income.

Flexible Spending Accounts (FSAs)

Save tax-free on health care and dependent care expenses while reducing your taxable income.

Your life away from work

Snap One also provides you with additional benefits and programs to help you find the right balance in a busy world.

- Vacation and holidays
- Employee purchase program
- Personal property insurance discounts
- Wellness and EAP program
- Legal plan
- Identity theft protection

Your financial Security

Snap One makes retirement saving easy and rewarding with a 401(k) Savings Plan. The company also offers benefits to help you protect your family's financial future against unforeseen events.

401(k) Savings Plan

The 401(k) Savings Plan is funded by employee contributions and contributions from the company. It offers a wide choice of investment options, and includes a company matching contribution.

Life/AD&D, Disability & Supp. Benefits

Snap One provides employees with free basic life and accidental death and dismemberment (AD&D) insurance so that you can protect those you love from the unexpected. There is no cost to you for this coverage. If you want added protection, supplemental life and/or AD&D insurance are available.

Disability Benefits

You have access to a Short-term disability and Long-term disability coverage through Hartford. The loss of income due to illness or disability can cause serious financial hardship for your family. Snap One's disability insurance programs work together to replace a portion of your income when you're unable to work. The disability benefits you receive allow you to continue paying your bills and meeting your financial obligations during this difficult time

Voluntary Plans

Affordable additional medical coverage is available through Hartford and gives you extra peace of mind when unexpected situations arise.

- Accident Insurance
- Critical Illness Insurance
- Hospital Indemnity Insurance

Employee Stock Purchase Plan (ESPP)

The Employee Stock Purchase Plan (ESPP) allows eligible employees to acquire shares of Snap One stock at a discounted rate from market price, creating employee ownership through convenient payroll contributions.

