



2026 Benefits Overview

Benefits are an important part of overall compensation. We are pleased to offer a competitive and comprehensive array of quality benefits to protect your health, your family and your way of life.



Health Benefits

MEDICAL

We offer employees the choice between two medical plans that provide coverage for illness/injury and enables you and your family to focus on staying well. **GOBHI covers 90% of premiums.**

DENTAL

We offer one dental plan that helps you maintain your oral health by providing coverage for preventive, basic and major services, along with orthodontia.

VISION

Vision is included with your medical plan and provides coverage for eye exams, lenses, frames and contact lenses up to \$500 per calendar year. Children under 18 get exams and frames paid at 100%.

WELLNESS

We offer \$50 monthly wellness credit that can be used towards gym memberships, voluntary plans such as short-term disability, accident, critical illness, hospital insurance, and/or pet insurance.

DOMESTIC PARTNER COVERAGE

Your family's health and well-being are important to GOBHI; our plans also include coverage for your domestic partner and their dependents.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

For all of life's challenges, big and small, the EAP is here for you and your family. Reach out for help with family issues, relationships, work life, finances, emotional well-being and more at no cost to you.



Financial Benefits

HEALTH SAVINGS ACCOUNT (HSA)

Set aside tax-free* funds to help you pay for qualified health care expenses now and save for the future. In addition, GOBHI will also contribute to your HSA.

FLEXIBLE SPENDING ACCOUNT (FSA)

Save and pay for eligible health and/or dependent care expenses with pre-tax* funds, GOBHI will also contribute to your medical FSA.

LIFE AND AD&D

We provide a \$50,000 life insurance and accidental death and dismemberment policy at no cost to you, with the option to purchase additional coverage.

DISABILITY

We offer eligible employees long-term disability coverage, should you need to take a leave from work due to a serious illness or non-work-related injury at no cost to you.

401(K)

We offer a 401(k) plan. You may contribute pre-tax up to the IRS maximum. GOBHI contributes a **3% safe harbor AND a 3.5% discretionary contribution.**

PROFESSIONAL DEVELOPMENT

We offer up to **\$1,500 per year** for work-related, continuing professional development.

*Refers to federal taxes. State taxation rules vary.



Extra Benefits

PAID TIME OFF (PTO)

Employees accrue paid time off for vacation, to take care of personal business, recover from illness, or recharge away from work.

Excess PTO may be cashed out.

Employees may also donate their PTO to coworkers in need.

COMPANY HOLIDAYS

GOBHI offers **12 company-paid holidays** per year. Employees can flex holidays.

REMOTE WORK & STIPEND

GOBHI offers most employees remote work and provides a **\$100 monthly stipend** for internet access.

BILINGUAL PAY

GOBHI values bilingual skills and therefore offers a pay differential for fluent Spanish speakers.

TUITION REIMBURSEMENT

Up to **\$5,250** reimbursement per year for work towards an advanced degree or professional certification.

PAID SABBATICAL

We offer a paid sabbatical program at the employee's 5, 7, and 10 year anniversary date of service.

COMMUNITY DAY OF SERVICE

Employees have **one extra paid day off** per year to volunteer in their community.

+ FREE AAA, LifeFlight and Air Med membership paid at 100%