

2025 Benefit Snapshots

BENEFIT SNAPSHOT

Our Benefit Offerings 2025 Calendar Year

Right At School is honored to have an amazing diverse group of team members.

We recognize that your benefit needs are just as diverse.

To meet those unique needs, we provide a suite of benefits to choose from!



Health & Wellness

Medical/Virtual Care, Dental and Vision Insurance Plans



Pet Health

Pet Insurance and Pet Wellness Discount Program



Protection & Support

Legal Services, Identity Theft and Employee Assistance Program



Financial & Physical Wellness

Life Insurance, Critical Illness, Accident Plans, Long Term/Short Term Disability Plans, 401(k) and more!



Other Perks

FREE After-School Program Enrollment for your children, Discount Programs



RIGHT AT
SCHOOL



Benefit Options
in **Orange text**
are either **NEW** or
ENHANCED
for 2025!



Benefits & Perks Available to ALL

✓ Physical Wellness

- Life Insurance
- Short Term Disability
- Long Term Disability
- Critical Illness Plan
- Accident Plan
- Hospital Indemnity

✓ Financial Wellness

- 401(k) with Company Matching
- FREE access to a Financial Advisor
- Transit/Parking Savings Plan
- Paid Parental/Family Leave
- Cell Phone Discounts
- TicketsAtWork Perks Program
- FREE After-School Program Enrollment
- FREE NAA Professional Membership

✓ Pet Health

- Pet Discount Program
- Pet Health Insurance

✓ Protection & Support

- Legal Services
- Identity Theft Protection
- Employee Assistance Program (EAP)

Get to Know Your Employee Assistance Program

Find professional support when you
need it for challenging life events.

ComPsych's GuidanceResources is an Employee Assistance
Program (EAP) included with your Blue Cross and Blue Shield
of Illinois (BCBSIL) plan. You and your family members can use
EAP services — no copays or deductibles needed.

Reach Out

Don't be afraid to reach out for help.
Your health records are kept private
from your employer, as required
by law.

- Call: 800-890-1213
- Online: guidanceresources.com
- App: GuidanceNow
- Web ID: BCBSILEAP

All benefits and perks available have their own eligibility criteria that must be met.



Part-Time

(Team Members who work part-time, under 30 hours per week*)

✓ **Health & Wellness**

- Healthiest You Virtual Care
- Dental
- Vision

✓ **PLUS all of the great Benefit & Perks available to ALL**

Part-Time Plus

(Team Members who work part-time, over 30 hours per week*)

✓ **Health & Wellness**

- Blue Cross/Blue Shield Medical
- Dental
- Vision
- FSA/HSA

✓ **PLUS all of the great Benefit & Perks available to ALL**



*based on average weekly hours worked over 12 months



Full-Time

(Team Members hired and classified as full-time, regularly scheduled and working 40 hours per week *)



Health and Wellness

- Blue Cross/Blue Shield Medical
- Dental
- Vision
- Life Insurance (Company paid)
- Long Term Disability (Company paid)
- FSA/HSA



Paid Time Off

- Personal Time Off (PTO)
- Wellness (Sick) Time
- Holidays
- Bereavement
- Jury Duty



Plus all of the great Benefit and Perks available to ALL

Plus these additional included benefits for those who enroll in a Blue Cross/Blue Shield Medical:

- Telehealth/Virtual Health
- Fitness Programs & Health Coaching
- Learn To Live Mental Health App



learntolive

Clinically Proven Programs to Improve Mental Health Outcomes

Learn to Live offers customized online programs based on the proven principles of cognitive behavioral therapy (CBT). The programs are confidential, accessible anywhere, and based on years of research showing online CBT programs to be as effective as face-to-face therapy.



The Fitness Program gives you flexible options to help you live a healthy lifestyle.

Since you are a Blue Cross and Blue Shield of Illinois (BCBSIL) member, the Fitness Program is available exclusively to you and your covered dependents (age 16 and older).* The program gives you access to a nationwide network of fitness locations. Choose one location close to home and one near work, or visit locations while traveling.

Other program perks include:

- **Flexible Gym Network:** A choice of gym networks to fit your budget and preferences.**

Options	Digital Only	Base	Core	Power	Elite
Monthly Fee	\$10	\$19	\$29	\$39	\$99
Gym Facility Network Size†	Digital Access Only	3,000	7,500	12,000	12,400

\$19 Initiation Fee (No initiation fee for Digital Only Option)

- **Studio Class Network:** Boutique-style classes and specialty gyms with pay-as-you-go option and 30% off every 10th class.
- **Family Friendly:** Expands gym network access to your covered dependents at a bundled price discount.
- **Convenient Payment:** Monthly fees are paid via automatic credit card or bank account withdrawals.



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