



Benefits Snapshot

PCORI strives to provide its employees with a comprehensive, competitive benefits package that meets your needs and that is among the best in our industry and market. PCORI employees are our greatest resource, and we consider the investment we make in our benefits package to be an investment in the health and well-being of our employees. This summary is a brief overview of the benefits of which employees may be eligible.

Health, Dental & Visions Insurance

All PCORI benefit plans have four coverage levels: Employee Only, Employee + Spouse/ Domestic Partner (same or opposite sex), Employee + Child(ren), or Family, and are deducted through payroll pre-tax.

- PCORI offers all benefits eligible employees the choice of two high-quality, comprehensive national health plans with in- and out-of-network options.
- PCORI provides an optional comprehensive PPO dental plan that allows you to visit any dental provider for a range of eligible services.
- PCORI also offers an optional, stand-alone vision plan that provides routine eye care, allowances and discounted vision products and services.

Flexible Spending Accounts (FSA)

PCORI offers Flexible Spending Accounts as a valuable pre-tax benefit to use for eligible healthcare, dependent care, transit and parking expenses.

Retirement

PCORI's voluntary retirement program offers a 401(a) plan with generous employer contributions and matching of up to 10% per pay period. Employees are 100% vested after one year of employment, with complimentary financial advising available to all employees beginning the date of hire.

Income Protection

PCORI understands illnesses and injuries are a part of life, so we offer basic and voluntary life insurance, short-term disability, long-term disability, and accidental death & dismemberment as income protection benefits to help support you and the ones you love.

Employee Assistance Program (EAP)

PCORI provides support, resources and information for personal and work-life issues through our confidential employee assistance program.

Professional Development

PCORI employs some of the best and brightest individuals and encourages our employees to take advantage of external learning opportunities, educational assistance and professional memberships to remain highly qualified and competent in their respective careers.

PTO & Leave

PCORI believes taking time to relax and recharge is just as important as the work itself, which is why we offer our employees generous Paid Time Off (PTO), paid holidays, New Parent Leave and Community Service Leave. Employees accrue up to 20-30 days of PTO based on their job classification and/or years of service per year.

Employee Engagement Events

PCORI understands that to have a happy and productive workforce there's more to life than work that matters to our employees, so we design a variety of events to keep you healthy in every aspect of your life. Some of the events we offer are the Annual Health Fair, Retirement Brown Bags & Individual Sessions, Lunch & Learns, Team Building Events, Annual Company Picnic and more!

Benefits Eligibility

All PCORI benefits are effective the first of the month following the employee's date of hire. If the employee starts on the first day, coverage will begin that day.

Holidays

- New Year's Day
- Martin Luther King Jr. Birthday
- Inauguration Day
- Washington's Birthday
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

Note

PCORI offers benefits to its eligible full-time employees. PCORI reserves the right to change and/or discontinue benefits at any time with written notification.