Cogent's 2024 Benefits Package

Medical Insurance (5 Options)
Dental Insurance (2 + Ortho)
Vision Insurance
Wellness Programs
Fitness Centers
Pet Insurance
Healthcare Bluebook
Employee Assistance Program
Tobacco/Nicotine Cessation

ESOP
Profit Sharing
401k Retirement Plan + Match
Health Savings Account + Match
Healthcare Flex Spending
Dependent Care Flex Spending
Critical Illness
Accident Insurance
Hospital Indemnity
Goal Path Financial Wellness

Reimbursement Programs

Cogent Marketplace

Employee Protections Disability Insurance Life Insurance Health and Wellness Liberty Mutual - Home/Auto Workman's Compensation **Identity Theft Protection** Legal Insurance Paid Time Off PTO Donation Work/Life Balance Bereavement Leave Parental Leave **FMLA** 8 Holidays + 1 Floating Flexible Schedules Remote Work Financial Safeguards

These benefits are in addition to wages
Plan documents govern. See HR for more information