

Benefits & Programs



Health & Wellness →

Education →

Work-Life →

At Andersen, one of our highest priorities is supporting our people at every stage of life.

We offer a comprehensive benefits package, and our people have the flexibility to choose the types of plans and coverage levels that best meet their needs.

Benefits &

Health & Wellness



Medical

We offer several different medical plans to meet the needs of our people: Cigna Low Deductible Plan, Cigna Medium Deductible Plan, Cigna High Deductible Plan and Kaiser Permanente HMO (CA, DC, MA, VA only)

Dental

Employees can choose between two PPO options: Basic or Premium. Both plans provide coverage for preventative care, basic and major services, and orthodontia services.

Vision

Employees enrolled in a medical plan are eligible for vision coverage. The plan provides coverage for annual eye exams, lenses, frames and contacts.

Flexible Spending Accounts (FSAs)

Our FSAs allow employees the opportunity to set aside pre-tax dollars to pay for qualified health care, dependent care and commuter expenses. We match \$0.50 of every \$1 contributed to our employees' dependent care accounts, up to \$1,666.67 per year.

Health Savings Account (HSA)

Those enrolled in the Cigna High Deductible Plan have the opportunity to set aside pre-tax dollars to pay for qualified health care expenses. We will also contribute \$600 for single coverage and \$1,020 for family coverage on your behalf.

Basic Life and AD&D

Employees receive Basic Life and Accidental Death & Dismemberment coverage equal to two times their annual salary at no cost, up to a maximum of \$2 million. We also offer additional coverage that can be purchased for employees and eligible dependents.

Long-Term Care

We provide up to \$300,000 in Long-Term Care coverage and life insurance with a guaranteed issue amount of \$80,000.

Tax Reduction Investment Plan — 401(k)

To help our employees save for retirement, they have the opportunity to contribute pre-tax or after-tax dollars to a 401(k) plan account. Participants are eligible for a company match immediately, and are 100% vested after one year of service. The match is \$0.25 per \$1 on the first 6% of salary contributed.

Short & Long Term Disability

Our Short-Term Disability plan provides employees replacement of 60% to 100% of pre-disability income up to \$4,000 per week, for up to 25 weeks. Our Long-Term Disability plan replaces up to 60% of pre-disability income, up to \$17,000 per month.

Employee Assistance Program (EAP)

EAP provides employees and eligible household members unlimited services including counseling, legal and financial services, and assistance with many other life issues.

Adoption Assistance

Our adoption assistance program offers financial support to employees, up to a lifetime maximum of \$10,000.

Fertility Assistance

We offer employees up to \$12,000 in reimbursements for costs associated with the diagnosis and treatment of infertility, including the inducement of fertilization.

One Medical Group Membership

We partner with One Medical Group to offer employees access to quality primary care doctors. Same day and next day appointments can be scheduled by phone, app or online.

beFIT

We encourage wellness and fun with healthy competitions through our beFIT challenges that take place throughout the year. All employees receive a free step tracking device upon hire to encourage participation. In addition, participants who reach 10,000 steps 6 days a week in any given month receive \$50.

Programs

ANDERSEN®

Education



USF MLST, LLM, MBA and Tax Writing Programs

We have a unique partnership with The University of San Francisco that offers employees the opportunity to earn a Master of Legal Studies in Taxation (MLST), a Master of Laws in Taxation (LLM), a Master of Business Administration (MBA); or to participate in a Tax Writing & Research Essentials Program at no cost to them. Participants can complete a portion of the coursework during business hours to assist them in succeeding in the program.

Student Loan Paydown Plan

Through our partnership with Gradifi, employees are eligible to receive \$100 per month toward their student loan debt for a maximum duration of five years. At the end of the fifth year, we will pay a lump sum of \$6,000 toward the participant's outstanding loan. Additionally, discounted rates on student loan refinancing are available through partnerships with Gradifi and SoFi.

Tuition Reimbursement

In an effort to support our people in pursuing higher education, we offer tuition reimbursement up to \$5,250 per year for qualifying courses taken at an accredited university.

Professional Accreditation

We reimburse employees obtaining professional designation for the exam sitting fee as well as \$2,000 in course training materials or they can receive one full set of Becker CPA review course materials. Employees who pass an approved professional designation exam are eligible to receive a bonus of \$5,000.

Work-Life



Paid Time Off & Holidays

Full-time employees receive a minimum accrual of 20 days per year based on length of service with Andersen and/or job level. In addition, we offer 12 paid holidays throughout the year.

Modified Work Arrangement (MWA)

To help our employees balance their personal and professional lives, we offer an MWA. Employees can apply for an MWA when personal needs for flexibility arise.

Back-Up Care Program

We provide employees access to 10 days of firm-subsidized back up child, adult and elder care through Bright Horizons. Two of these of these days can be used for pet sitting through Rover. In addition, we offer new parents the opportunity to rent a SNOO Smart Sleeper Bassinet, fully funded by the Firm.

Breast Milk Delivery Service

Breastfeeding employees have access to Milk Stork, a service that allows you to ship your breast milk home while you are traveling for business. This benefit is 100% paid by the Firm.

Travel Assistance

We offer 24-hour emergency travel assistance, including emergency medical assistance and personal assistance, for employees and dependents while traveling more than 100 miles from home, domestically and abroad.

Pet Insurance

We offer discounted pet insurance for your cat, dog, bird or exotic pet through Nationwide. There are two plan levels available, one that offers coverage for accident or illness, and one that also covers wellness care such as spay and neuter, vaccination, flea and tick protection, and more.

myGiving

We are passionate about making an impact on our community. Through our myGiving philanthropy program, employees' donations are matched up to \$250 a year to charities of their choice. Employees are also able to take 32 paid hours a year to volunteer in their communities.

Paid Bonding

We provide employees welcoming new babies to their families with up to 10 weeks of paid bonding time.

Andersen Loyalty Program

Our Loyalty Program is a discretionary, cash incentive program that allows the firm's Managing Directors to recognize and reward individuals who make a sustained contribution to the success and growth of the firm.

Other Benefits Offered

Through partnerships with multiple vendors, we offer discounted rates on identity protection, legal services and home and auto insurance.



Health & Wellness →

Education →

Work-Life →

✓ Eligibility

All regular full-time and part-time employees who are scheduled to work 20 or more hours per week are eligible to participate in the Andersen myBenefits Program. You will be eligible for Andersen employee benefits on the first day of the month following your date of hire. If your date of hire falls on the first of the month, you are eligible for benefits on your date of hire. Participation in the 401(k) plan will begin after 30 days of employment.

This overview shows only the highlights of our employee benefits and programs. This is not a complete, detailed description, nor is it a contract of employment or a guarantee of benefits. The Firm reserves the right to amend or terminate the program in whole or in part at any time.