













AppliedVR™

Benefits of Working with Us.

	BENEFIT	DETAILS
	An Opportunity to Change the World	Our vision is a “Virtual Reality Pharmacy” in every home. You will help lead a transformation in healthcare to innovative self-driven & owned solutions. By putting the power of accessible, intuitive & self-managed digital tools into the hands of patients, a future of enhanced healing & hope will be within reach thanks to you/us!
	A Culture of Belonging	While our products rely on cutting-edge, life-changing technology, we rely on each other. We respect individuals. We listen open-mindedly. We value honesty. We protect dignity. We never say it’s someone else’s job. We meet our commitments & have a bias for action. And, we live by our values: <i>Empathetic, Evidence-based & Entrepreneurial</i>
	Unlimited PTO & Company-Wide Vacation	We value & encourage work/life harmony. We want to ensure you have time away from work to relax & recharge. AppliedVR offers unlimited vacation time for all team members and twenty (20) paid holidays/annually, including a company-wide vacation during winter holiday season
	Company Retreats	We’re a remote-first company that is inventing how to think about our team member experience. This means fun & connection-focused all-company events & more frequent small team offsites. We work hard when we’re together, but some events are built purely for social interaction, as we can’t rely on “office glue” to build relationships organically
	Your Learning, Growth & Development	This is your career. And you will have teammates & company leaders helping you grow & plan the next phase of your journey. We offer guidance & collaboration on building aligned personal objectives, informal mentorships & growth-focused performance reviews. Because ours is a culture of feedback, you will find good peer coaches when you need them. And, in turn, you will offer your unique insights, experience & help to those around you. The AVR team isn’t just a group of people with the same mission & objectives - everyone is a full-fledged member of our “band” & every instrument/voice is heard
	Work-Life Harmony	We promote a culture of flexibility. We offer amazing opportunities to grow your career & experience success in building a new & different organization. We are a fully-remote team with team members working from home offices (or from the beach or on a mountain) across multiple time zones. We encourage everyone to just worry about getting their work done v. how & where they are pursuing goals. Our commitment to AVR parents includes a competitive leave benefit for mothers, fathers, & adoptive parents including a “phase back” flexibility-focused option that helps team members to transition back to work at the right pace

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	<p>Health & Welfare Insurance: Large-company-style Cigna PPO Medical, SunLife Dental & SunLife Vision for team members, spouses, & families. We have a world-class Employee Assistance Program (EAP)</p> <p>(Note: Medical, dental & vision benefits subsidized by AppliedVR at ~85%, with team member responsible for ~15% of monthly premiums. Our EAP is fully subsidized)</p>	<ul style="list-style-type: none"> ● Medical (Cigna) Monthly EE Contribution <ul style="list-style-type: none"> ○ Cigna OAP Base: <ul style="list-style-type: none"> ■ Employee \$89.18 ■ Employee+Spouse \$187.27 ■ Employee+Child(ren) \$169.43 ■ Employee+Family \$267.53 ○ Cigna OAP Choice: <ul style="list-style-type: none"> ■ Employee \$98.74 ■ Employee+Spouse \$206.35 ■ Employee+Child(ren) \$187.60 ■ Employee+Family \$297.21 ● Dental (SunLife) Monthly EE Contribution <ul style="list-style-type: none"> ■ Employee \$7.49 ■ Employee+Spouse \$15.14 ■ Employee+Child(ren) \$19.09 ■ Employee+Family \$2.75 ● Vision (SunLife) Monthly EE Contribution <ul style="list-style-type: none"> ■ Employee \$1.16 ■ Employee+Spouse \$2.32 ■ Employee+Child(ren) \$2.55 ■ Employee+Family \$3.71
	<p>Flexible Spending Account</p>	<p>A special pre-tax account you use to pay for certain out-of-pocket health care costs</p>
	<p>Dependent Care Account</p>	<p>A special pre-tax account that can be used to pay for custodial care of eligible dependents while our team members are at work</p>
	<p>100% Subsidized Life Insurance</p>	<p>Coverage amount: 1x your annual earnings (to a maximum of \$275,000)</p>
	<p>401k Match</p>	<p>Our (up to) 4% match on team member 401(k) contributions is (in our opinion) one of the best perks going. We think this free money & the compound interest you get to take advantage of can make a serious difference in how much money you'll have when you retire. Never too early to think about & plan for this phase of life</p>
	<p>WFH Benefits</p>	<ul style="list-style-type: none"> ● Monthly stipend for internet & cell phone ● Home office set-up stipend