

Benefits Overview

Thatcher Group, Inc. recognizes that each employee’s success is our success. We aim to attract, develop and retain the best employees. Empowering the individual and the team is an essential element of our culture. It is the company’s responsibility to provide meaningful work in a safe, respectful and stable environment. We provide opportunities with commensurate reward and recognition. Providing competitive benefits is an essential part of taking care of our employees. We offer the following benefits to all full-time employees working at least 30 hours per week.

Benefits Offered

- » Medical and Rx
- » Telemedicine
- » Health Savings Account (HSA)
- » Flexible Spending Account (FSA)
- » Voluntary Dental
- » Vision
- » Life and Accidental Death & Dismemberment (AD&D)
- » Voluntary Life and AD&D
- » Short-Term Disability
- » Long-Term Disability
- » Accident
- » Critical Illness
- » Hospital Indemnity
- » EAP
- » 401 k

Eligibility

You and your dependents are eligible for Thatcher Group, Inc. benefits on the first of the month following your date of hire.

Eligible dependents are your spouse, children under age 26, or disabled dependents of any age. Elections made now will remain until the next open enrollment unless you or your family members experience a qualifying event. If you experience a qualifying event, you must contact HR within 30 days.

Qualifying Events

Qualifying events are life changes approved by the IRS to allow adjustments to your insurance coverage outside of Thatcher Group’s annual open enrollment. Common qualifying events include:

- » Marriage, Divorce, or legal separation
- » Addition of a dependent child through birth, adoption, or a change in legal custody
- » Death of a spouse or dependent
- » Losing or gaining coverage under another group plan
- » Losing or gaining coverage through Medicaid or Medicare
- » Receiving a qualified medical child support order (QMCSO)
- » Change to hours worked required for benefit eligibility

