

## Our Benefits

### WHO WE ARE

The Ricciardi Group is a woman-owned **creative, strategy and marketing group** made up of a diverse and agile network of capabilities and talent.

RG was founded in 2014 by Marisa Ricciardi, former Chief Marketing Officer of the New York Stock Exchange. The firm was created to fill a gap in the marketplace for agency partners who could provide outside perspective, were well-versed in business and able to solve complex problems in a creative and measured way.

### WHAT WE OFFER EMPLOYEES

Competitive salaries, excellent health benefits, great work culture and work-life balance.



#### MEDICAL

Oxford United Health Care EPO in Network Plan Coverage. 60% Employer contribution. **No waiting period.**



#### DENTAL + VISION

Guardia - Dental Guard Preferred PPO Plan and VSP Full Feature Plan (access to any doctor). 60% Employer contribution. **No waiting period.**



#### FSA, DCA, HSA

Pre-tax savings accounts towards out-of-pocket health and child/elderly care expenses. **No waiting period.**



#### COMMUTER PLAN

Pre-tax account towards transit and parking expenses. Max \$270 per month. **No waiting period.**



#### 401K RETIREMENT PLAN

Retirement plan with employer matching. Immediate vesting. 100% matching for 3% employee contribution, 50% matching for the next 2% contribution.  
*Requires 6 months of employment for participation.*



#### TIME OFF

2 weeks vacation (accrual basis).  
5 sick days  
Office is closed the week between Christmas + New Year's  
9 paid holidays



#### PROFESSIONAL DEVELOPMENT

\$2,000 toward professional development or coursework. Travel included.



#### WELLNESS

Flexibility to work from home (manager's discretion).  
Gym reimbursement.  
*Enrollment to medical required for this benefit. Reimbursement up to \$200 for 50 visits within 6 months. Max reimb. \$400 per year.*