

EMPLOYEE BENEFITS

# A guide to benefits for employees in the US

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# Benefits

## **Competitive 401k plan**

Matching equal to 100% of contribution up to 4% of compensation.

## **Medical, dental and vision insurance**

Plans include \$250 wellness card.

## **Life, LTD and STD insurance**

## **HRA, FSA and enhanced paid parental leave**

HRA is employer funded, FSA – employee can fund to medical, day care, commuting and parking accounts.

## **10 paid holidays (6 public and 4 floating) and paid time off**

PTO starts at 15 days and increases based on years of employment.

## **Employee assistance program (EAP)**

24/7 unlimited confidential support.

## **Fred. Olsen Cruise Lines concessions**

c. \$40 per person per night, full board + gratuities.

## **Headspace Plus membership**

Access to the mindfulness app 'plus' membership.