

EMPLOYEE BENEFITS

A guide to benefits for employees in the US

Benefits

Competitive 401k plan

Matching equal to 100% of contribution up to 4% of compensation. Immediately eligible at start date, no vesting period.

Medical, dental and vision insurance

100% employer paid single/silver plan for medical, dental and vision.

Life, LTD and STD insurance

100% employer paid with eligible supplemental employee paid plans.

HRA, FSA and enhanced paid parental leave

HRA is employer funded, generous employer contribution to HSA, FSA benefit - employee can fund to medical, day care, commuting and parking accounts.

11 paid holidays (6 public and 5 floating) and PTO/paid time off

PTO starts at 15 days and increases annually 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.

Tuition Reimbursement

Reimbursement up to \$5,250 per year if you meet the eligibility requirements.