



**UNITED STATES  
OLYMPIC & PARALYMPIC  
COMMITTEE**

# BENEFITS

*The USOPC believes in providing eligible team members with a comprehensive benefits package so that they have the resources they need to feel empowered and thrive at work.*



## HEALTH

The USOPC offers two medical plans (PPO and HDHP), to choose from with the organization paying for 80%-85% of the total premiums depending on the plan enrolled. We also offer dental, vision and prescription plans available to team members and their dependents.

## WEALTH

We are proud to offer a 403(b) retirement savings plan with an employer match up to 5% after a team member's first year of employment. Both team members and the USOPC's contributions are immediately vested. We also provide Health Savings Accounts (HSA) and Flexible Spending Accounts (FSA) with tax advantages and a quarterly HSA employer contribution. We additionally offer income protection plans, including short-term & long-term disability, life and Accidental Death & Dismemberment insurance.



## FAMILY PLANNING

The USOPC will cover up to a \$5k lifetime benefit for infertility treatment. An adoption assistance program is also offered that provides financial assistance for adoption fees. In addition, the USOPC offers four weeks of paid time off for parental, adoption or foster care leave to bond with a new child.

## PAID TIME OFF

Team members typically receive 12 paid holidays per year in addition to their regularly accrued personal, sick, and vacation time. The USOPC also provides eight hours of paid volunteer time.



## WELLNESS

Team members have access to on-site gym facilities and group wellness classes, including physical fitness, cooking classes, and mindfulness sessions. The USOPC also offers a Wellness Rewards Program where team members can earn wellness discounts on medical premiums and incentives.

## SUPPLEMENTAL PLANS

The USOPC also has voluntary cancer and injury plans offering cash benefits to supplement medical insurance coverage and help cover out-of-pocket expenses. We provide additional support through our Employee Assistance Program offering confidential counseling, work-life solutions, financial resources, legal guidance and more at no cost to team members.



## ADDITIONAL BENEFITS & PERKS

In addition to traditional benefits, team members have access to global travel insurance, sponsor discounts, tuition reimbursement, community resource groups (CRGs), and opportunities to travel to Olympic, Paralympic, Pan and Parapan American Games.