

Benefits Overview

At Mizuho OSI, we look after one another. We are passionate about taking care of our employees both personally and professionally. We offer a comprehensive benefits package to eligible employees who work at least 30 hours a week. The following is a list of plans the company offers:

Medical Insurance

Both PPO and HMO plans are offered. Anthem Blue Cross is the major medical carrier and Kaiser is offered in California.

Dental Insurance

Both PPO and DHMO plans are offered through Metlife.

Vision Plan

Provides discounts on eye exams, frames, lenses and contacts through an integrated network of optometry options.

401(k)

Employees are eligible to enroll after 90 days of employment. Each year, in addition to your salary deferrals, Mizuho OSI matches 50% of the employee's contribution up to a maximum of \$4,500/year.

Flexible Spending Account

Employees who enroll in this plan can set aside part of their salary (before taxes) to pay for qualified medical expenses or child/dependent care. Employees can then be reimbursed for those specific expenses.

Basic Life and AD&D Insurance

Mizuho OSI pays 100% of the premium for this valuable coverage. Eligibility is on first day of hire. The designated beneficiary will receive a benefit equal to one times your annual salary to a maximum of \$300,000.

Supplemental Life and AD&D Insurance

Employees have the option to purchase extra Life and AD&D insurance for themselves, spouse & child(ren).

Commuter Check

Employees who commute using public transportation can receive pre-tax savings.

Paid Holidays

Mizuho OSI provides 10 paid holidays in a year. This includes 8 federal holidays, 1 designated holiday and 1 floating holiday of the employee's choice. Plenty of time to relax and recharge.

Paid Time Off (PTO)

All regular full-time employees will accrue PTO based upon their years of service with the company. Initial accrual rate for 0-5 years is 16 days/year.

Employee Assistance Program (EAP)

Provides employees and their families the tools and resources to help them cope with life, from the everyday to the unexpected.

Education Assistance

Tuition reimbursement is provided by the Company for approved courses relevant to the job.

529 College Savings Plan

Mizuho OSI has partnered with Fidelity to provide our employees with the option of a payroll deduction to invest in your child(ren) higher education.

Employee Referral Bonus

Mizuho OSI pays out a \$350 referral bonus to employees after the successfully hired referral completes ninety (90) days of employment.

Safety Shoe Program

A specified \$120 allowance is available to eligible employees in applicable departments once per year to purchase safety shoes.

Discounts

Mizuho OSI is a distributor of Tempur-Pedic foam, so we can pass along our product discount to you. Employees are also eligible to receive discounts from Verizon, AT&T and local gym membership.

Pet Insurance

Mizuho OSI has partnered with Nationwide to offer employees pet insurance at a discounted rate via a payroll deduction.

Health Advocacy

Healthcare can be complicated. Mizuho's health advocate benefit connects you with a personal Health Advocate who can help resolve healthcare and insurance related issues.