



ODYSSEY

2026 EMPLOYEE BENEFITS AT A GLANCE



EMPLOYEES WORKING 30 OR MORE HOURS WEEKLY ARE ELIGIBLE FOR:

MEDICAL

Odyssey offers two medical plans:

- **Blue Cross Blue Shield Plan** incorporating a Health Reimbursement Account (HRA)
- High deductible **Blue Cross Blue Shield Saver Plan**, eligible for Health Savings Account (HSA)

DENTAL

Delta Dental of MA offers a large network of providers nationwide on the PPO Plus Premier network. Odyssey offers three dental plans, one that includes orthodontia benefits for your children under the age of 18.

VISION

EyeMed offers more in-network providers, including Walmart, Target, and LensCrafters. Save on frames with EyeMed's Freedom Pass.

HEALTH SAVINGS ACCOUNT (HSA)

Managed through Fidelity, HSA funds can be used tax-free to pay for qualified medical expenses. Money saved on a high deductible health plan can be used to contribute to your HSA.

FLEXIBLE SPENDING ACCOUNT (FSA) / DEPENDENT CARE ACCOUNT (DCA)

Odyssey offers both health care and dependent care pre-tax savings accounts. Our provider is Sentinel Benefits.

EMPLOYER-PAID LIFE, ACCIDENTAL DEATH & DISMEMBERMENT (AD&D), AND DISABILITY

Odyssey provides Team Members with company-paid Life and AD&D, STD, & LTD coverage options. Team Members can also pay the full premium for their LTD and STD coverage, to receive benefits if/when needed on a tax-free basis.

VOLUNTARY LIFE, ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

Odyssey offers Team Members the ability to add an additional layer of protection for themselves and their loved ones in the event of an accidental injury or death. You can choose to enroll in Voluntary Life and / or AD&D benefits for an additional cost.

ADDITIONAL VOLUNTARY BENEFITS

Accident, Critical Illness, Hospital Indemnity: pay a lump sum cash benefit that can be used for any purpose (*funds received do not need to be applied directly to medical bills*).

TRICARE SUPPLEMENT

Odyssey offers a supplement to those team members who are actively enrolled in TRICARE health benefits for retired military. Selman & Company is our plan administrator.

ALL EMPLOYEES ARE ELIGIBLE FOR:

PAID TIME OFF (PTO)

Full time employees are eligible for PTO accrued on a per pay period basis. Part time employees receive pro-rated PTO based on hours they've worked.

TRADITIONAL 401k / ROTH 401k

Odyssey offers traditional 401k and Roth 401k accounts. Odyssey matches 40% of employee's contribution (*up to 10% of eligible wages*).

ALL EMPLOYEES ARE ELIGIBLE FOR THESE COMPANY PERKS:

Tickets at Work and BenefitsHub: offer discounts for movies, hotels, events, shopping and more.

Insurchoice: provides assistance for home, auto, boat, and other insurance needs.

Doctors Choice: provides you and your loved ones with the information you need regarding medicare planning.

Pet Insurance Plans: protect your cat or dog with pet insurance through ASPCA or Nationwide. Choose the plan that best fits your pet's needs!

RECOGNIZED HOLIDAYS

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| ■ New Year's Day | ■ Martin Luther King, Jr. Day |
| ■ President's Day | ■ Memorial Day |
| ■ Juneteenth | ■ Independence Day |
| ■ Labor Day | ■ Columbus Day |
| ■ Veteran's Day | ■ Thanksgiving |
| ■ Christmas Day | |

LEARNING & DEVELOPMENT

Team Members are eligible for up to \$5,000 tuition reimbursement per calendar year for approved courses.

LEGAL COVERAGE

Now available through ARAG, the comprehensive coverage provides legal advice, resources, and representation for a wide array of legal needs.