

Benefits at a Glance



At LucyRx, we recognize that our luminaries are the light guiding our success. That's why we're proud to support your health and well-being with a thoughtfully designed benefits package. To learn more about your benefits, please refer to your Benefits Guide.

Medical Insurance

Luminaries have the option to choose from three affordable medical plans: two traditional copay plans and one High Deductible Health Plan (HDHP). Luminaries who enroll in the HDHP are eligible for an employer-funded Health Savings Account (HSA). All three plans include access to a large, nationwide network of doctors, hospitals, and facilities.

Health Savings Account

If you enroll in the High Deductible Health Plan (HDHP), LucyRx generously contributes funds to your Health Savings Account (HSA). You can also add your own pre-tax dollars to grow your balance even faster. Your HSA lets you pay for medical, dental, and vision expenses with tax-free money. Any unused funds roll over each year, helping you build long-term savings for future healthcare costs—even into retirement.

Flexible Spending Accounts

Flexible Spending Accounts let you set aside pre-tax dollars to pay for certain out-of-pocket expenses. The Healthcare FSA can be used for eligible medical, dental, and vision expenses. The Limited Purpose FSA (for those enrolled in an HDHP) can be used for dental and vision expenses only. The Dependent Care FSA helps cover child care or elder care costs. FSAs are subject to the "use-it-or-lose-it" rule.

Dental & Vision Insurance

LucyRx offers two PPO dental plans that cover preventive cleanings twice per year at 100% and provide access to both in-network and out-of-network dentists. The Buy-Up Dental Plan also includes orthodontia coverage (braces or clear aligners) for you and your whole family. The vision plan includes an annual eye exam and an allowance for eyeglass frames or contact lenses.

Life & Disability Insurance

LucyRx provides valuable financial protection at no cost to you. All full-time luminaries receive \$50,000 in company-paid life insurance coverage and Short-Term Disability (STD) coverage (available after six months of employment).

You also have the opportunity to enhance your coverage by purchasing additional life insurance for yourself, your spouse, and your children. Plus, you can elect a Buy-Up STD plan or Long-Term Disability (LTD) insurance for extra peace of mind.

Supplemental Health Plans

Luminaries have the option to purchase supplemental health plans for added protection, including Accident, Hospital Indemnity, and Critical Illness Insurance. These plans pay cash benefits directly to you when life takes an unexpected turn, such as an injury, hospital stay, or serious diagnosis.

Tuition Reimbursement

We're committed to your growth and development. Eligible luminaries can receive up to \$5,250 per year in tuition reimbursement for pre-approved courses. Plus, LucyRx covers costs for licensing renewals and continuing education units (CEUs) for licensed professionals.

Paid Time Off

We know how important it is to take time away from work to rest, recharge, and focus on yourself. That's why we offer a competitive Paid Time Off (PTO) benefit. Accruals start as soon as you're hired and build up each pay period, based on your role and length of service.

Benefits at a Glance



Company Observed Paid Holidays

- New Year's Day
- Martin Luther King Jr. Day
- Presidents Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve Day
- Christmas Day

In addition, you'll receive one Personal Day each calendar year to use for your birthday, work anniversary, or another holiday not observed by LucyRx. To be eligible for the Personal Day in a given year, luminaries must have joined on or before 10/1.

Paid Stipends & Reimbursements

LucyRx reimburses gym memberships to incentivize healthy lifestyles. For remote luminaries, LucyRx provides reimbursement for home internet, and other approved business-related expenses.

Paid Parental Leave

At LucyRx, we're proud to support our luminaries during life's most special moments. That's why we offer paid parental leave to all new parents—whether you're welcoming a child through birth or adoption. This leave gives you the time you need to bond with your baby and adjust to your growing family.

401(k) Retirement Plan

Luminaries are eligible to participate in the company's 401(k) plan on the 1st of the month following date of hire. You have the option to make contributions on a Traditional (pre-tax) or Roth (after-tax) basis. Regardless of which option you choose, all company contributions will be deposited into a Traditional account. Details regarding matching contributions are outlined below.

Safe Harbor Plan

The company currently matches 100% on the first 4% of your contributions, plus a 50% match on the next 2% of your contributions. This means you can receive up to a full 5% company match when you contribute 6% or more. This provides a greater long-term value and reflects our commitment to helping you build meaningful retirement savings.

Questions about benefits?

The LucyRx Human Resources team is here to help!

Human Resources
LuminaryBenefits@lucyrx.com