

2024 BENEFITS guide



HEALTH AND WELL-BEING BENEFITS
FOR YOU AND YOUR FAMILY.

BENEFIT PLANS EFFECTIVE JANUARY 1-DECEMBER 31, 2024

At Verra Mobility, we care about the whole you—not just the you that comes to work. That’s why we frame our offerings in the five pillars of well-being: physical, emotional, social, financial, and career well-being. This guide will focus primarily on physical well-being and some aspects of financial and emotional well-being. There are many other resources on totalrewards.verramobility.com that support our other pillars of well-being.

Understanding your benefits and knowing how to use them is just as important as having access to them. Review this guide to learn about the benefits available to you for the 2024 plan year (January 1–December 31, 2024). Then, choose the options that are best for you and your family.

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Eligibility

If you are an active, full-time employee and are regularly scheduled to work at least 30 hours per week, you are eligible for benefits on the first day of the month following date of hire.

As you become eligible for benefits, so do your eligible dependents. In general, eligible dependents include:

- **Your spouse or partner:** This includes your legal spouse or domestic partner (same- or opposite-sex).
- **Your child(ren):** This includes your children to age 26, regardless of student, marital, or tax-dependent status (including a stepchild, legally-adopted child, a child placed with you for adoption, or a child for whom you are the legal guardian) as well as children of any age who are physically or mentally unable to care for themselves.

Who pays

Some benefits are 100% paid by Verra Mobility, while others require that you contribute.

BENEFIT	You Pay	Verra Mobility Pays
Medical Insurance ¹	X	X
Carrot Family-Forming Benefits ²		X
Accident, Critical Illness, and Hospital Indemnity Insurance	X	
Dental Insurance ¹	X	X
Vision Insurance ¹	X	
Health Savings Account	X	X
Flexible Spending Accounts	X	
Basic Life and AD&D Insurance ¹		X
Supplemental Life and AD&D Insurance	X	
Disability Insurance		X
Employee Assistance Program		X
Headspace Well-Being Support		X
Identity Theft Protection		X
401(k) Retirement Savings Plan	X	X
Pet Insurance	X	

(1) Hawaii employees: Please contact benefits@verramobility.com for details. (2) You must be enrolled in a Verra Mobility medical plan to receive this benefit.



Enrollment

You can only sign up for benefits or change your benefits at the following times:

- Within 30 days of joining Verra Mobility as a new employee or moving to a benefits-eligible status.
- During the annual benefits enrollment period.
- Within 30 days of a qualifying life event.

The choices you make at this time will remain in place through December 31, 2024. Mid-year changes to your benefits are only permitted if you experience a qualifying life event as described in “Changing your benefits” on the next page.

How to enroll

To enroll in benefits, log into **MyVerraMobility** and follow these steps:

- **STEP 1:** Log into **MyVerraMobility** during your enrollment window. Follow the **MyVerraMobility** prompt that you see upon login. This will guide you through your enrollment.
- **STEP 2:** If you are enrolling your spouse, domestic partner, and/or children, please have their full names, birthdates, and social security numbers available.
- **STEP 3:** Compare your plan options and choose the best plans for you and your family. Be sure to review and submit your elections before logging out. Also, don't forget to enroll in a health savings or flexible spending account!
- **STEP 4:** Review your benefit confirmation statement for accuracy and make corrections before the enrollment window closes. This statement will be emailed to you shortly after you finish making your enrollment elections and log out.

Enroll Now!



Changing your benefits

Due to IRS regulations, once you have made your elections for 2024, you cannot change your benefits until the next annual open enrollment period.

The only exception is if you experience a qualifying life event. Election changes must be consistent with your life event.

Qualifying life events include, but are not limited to:

- Marriage, divorce, or legal separation.
- Birth or adoption of an eligible child.
- Death of your spouse or covered child.
- Change in your child's eligibility for benefits.
- Change in your spouse's work status that affects their benefits.
- Qualified Medical Child Support Order.





Medical benefits

Blue Cross Blue Shield of Arizona | azblue.com | 844-899-4072

Verra Mobility offers six medical plan options through Blue Cross Blue Shield of Arizona (BCBS).

Three plan options provide access to the National Network and three provide access to the High Performance Network (HPN).

- **The HPN plans are in-network only plans.** This means in order for services to be covered, you must visit a provider or facility who is contracted with the HPN. The benefits of the HPN plans are lower premium costs out of your paycheck and lower medical bills due to greater discounts negotiated with a select network of high-quality providers and facilities nationwide.
- **The National Network plan options have a slightly higher premium but offer in- and out-of-network providers,** which means you can visit any provider you choose. However, you will pay less out of your pocket when you choose an in-network provider.

To see if your provider is included in the HPN or National Network, visit azblue.com/bluehpn.

Premium subsidy

Verra Mobility provides an additional medical premium subsidy for all benefits-eligible employees who earn an annual base salary under \$50,000. Annual base salary for hourly employees is calculated by multiplying your hourly rate by 2,080 hours per year (overtime earnings are not included in the calculation). You must be enrolled in one of Verra Mobility’s medical plans to receive the subsidy.

The subsidy is provided through lower medical premium rates deducted from each paycheck while you are enrolled in a medical plan.

The premium rates shown in this guide in the “<\$50k Base Salary” columns show you what your cost will be after the subsidy is applied.

If the medical premium for the plan you elect is less than the subsidy, your premium cost will be \$0 and you will not receive the difference. If your base salary is increased above \$50,000, the subsidy will stop in the first paycheck reflecting your new pay rate.

Your medical plan premiums will be reduced by the amount below depending on your coverage level:

LEVEL OF COVERAGE	Subsidy Per Month
Employee Only	\$20.00
Employee + Spouse	\$50.00
Employee + Child(ren)	\$50.00
Employee + Family	\$75.00

High Performance Network (HPN)

Visit azblue.com/bluehpn to see if the network is available in your area.

- **Access:** The HPN gives you access to a range of carefully selected primary care doctors, specialists, and hospitals in most major metropolitan areas around the country to get the high-quality care you need when you need it.
- **Affordability:** The HPN doctors, specialists, and hospitals are committed to providing quality care, while potentially lowering how much you pay for health care.
- **Quality care:** HPN providers and facilities have been chosen based on data-driven quality metrics and are evaluated on their performance to help you get the quality care you need to get healthy and stay healthy.
- Only providers contracted with the HPN are considered in-network and covered by the HPN plans.
- You are not required to select a primary care physician.
- In the case of a medical emergency, services received outside of the HPN will be covered at the in-network coverage level.

Medical benefits

Medical insurance terms explained

Premium

The amount you pay out of each paycheck to have insurance. You pay the premium whether you use any health care or not.

Total plan cost

Add together your premium and out-of-pocket maximum to know how much you would have to pay if you have high health care bills.

Coinsurance

This is the percentage of costs you pay after you've paid your deductible. You and the insurance carrier share in the cost of care until you meet your out-of-pocket maximum.

Copay

A fixed amount that you pay for covered services. A deductible may apply before you pay a copay. Plan summaries will specify whether you have to meet your deductible before you pay a copay.

Deductible

The amount you have to pay for health care services before insurance kicks in. The deductible applies to some services, but not all. Plan summaries will specify which services are subject to deductible.

Embedded deductible

If you cover dependents, the individual deductible applies to each covered member of the family (capped at family amount).

Non-embedded deductible

If you cover dependents, the individual deductible DOES NOT apply. The family deductible must be met, either by one individual, or by a combination of family members, before the plan begins to pay.

Out-of-pocket maximum

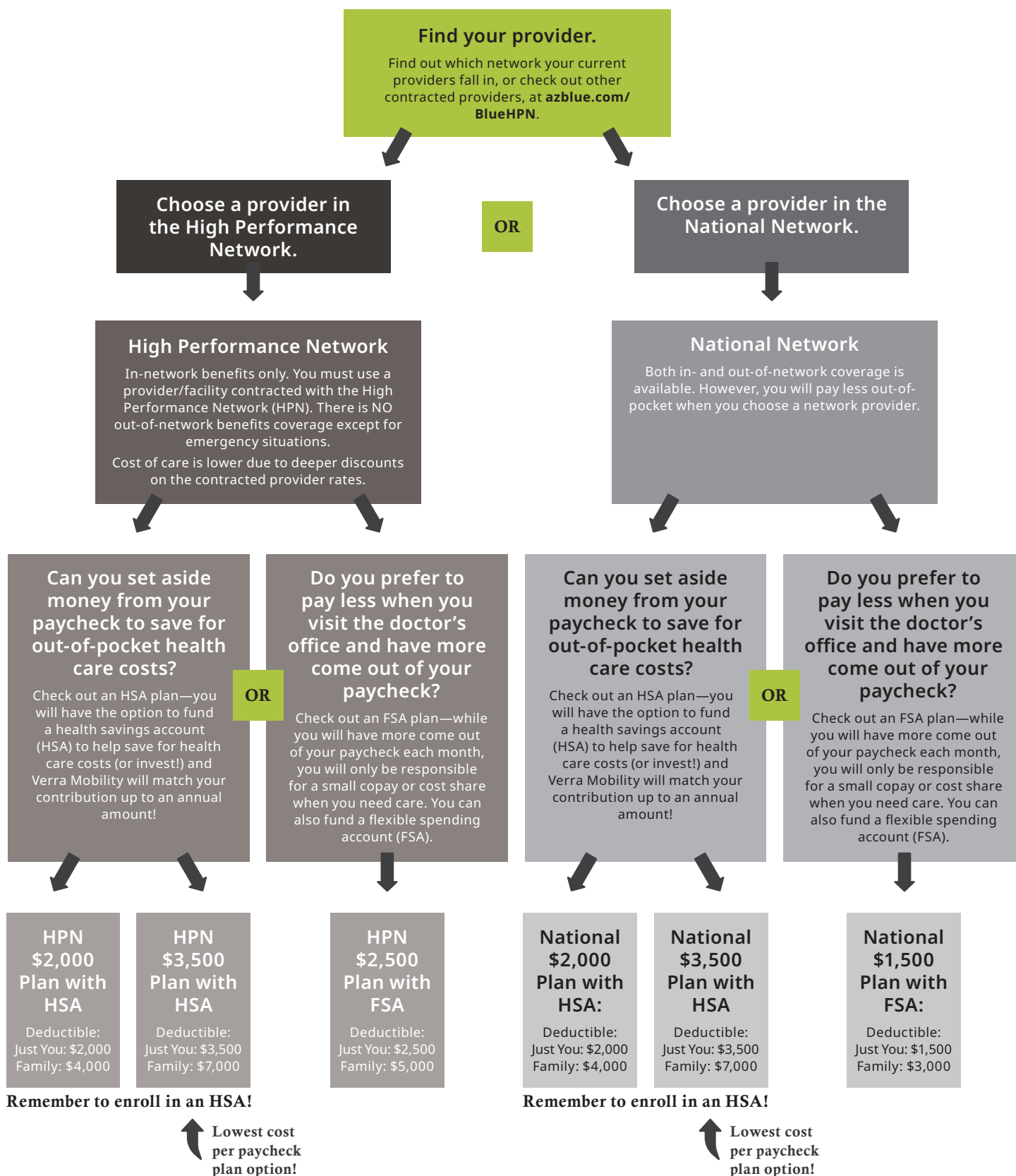
This is the maximum amount of your own money you will have to pay for care during the year. It includes your deductible, coinsurance, and copays (but NOT your premium).



Medical benefits

How to pick a medical plan

Use the chart below to help you choose a medical plan.



Medical benefits

The National Network plans offer in- and out-of-network benefits, providing you the freedom to choose any provider. However, you will pay less out of your pocket when you choose a network provider.

The HPN plans offer in-network benefits only, which means in order for services to be covered, you must visit a provider who is contracted with the High Performance Network.

The table below summarizes the in- and out-of-network benefits. The amounts below show what you pay (percentages show the coinsurance you pay).

SUMMARY OF COVERED BENEFITS	HPN or National \$2,000 Plan with HSA		HPN or National \$3,500 Plan with HSA	
	In Network	Out of Network (National)	In Network	Out of Network (National)
Calendar Year Deductible Individual/Family	Non-Embedded \$2,000/\$4,000 \$4,000/\$8,000		Embedded \$3,500/\$7,000 \$5,000/\$10,000	
Out-of-Pocket Maximum¹ (Includes deductible, copays, and coinsurance) Individual/Family	Non-Embedded \$2,000/\$4,000 \$8,000/\$16,000		Embedded \$5,000/\$10,000 \$10,000/\$20,000	
Preventive Care	Plan pays 100%	40% after ded.	Plan pays 100%	50% after ded.
Physician Services Primary Care Physician Specialist Virtual Care Urgent Care	0% after ded. 0% after ded. 0% after ded. 0% after ded.	40% after ded. 40% after ded. Not covered 40% after ded.	20% after ded. 20% after ded. 20% after ded. 20% after ded.	50% after ded. 50% after ded. Not covered 50% after ded.
Lab/X-Ray Diagnostic Lab/X-Ray High-Tech Services (MRI, CT, PET)	0% after ded. 0% after ded.	40% after ded. 40% after ded.	20% after ded. 20% after ded.	50% after ded. 50% after ded.
Hospital Services	0% after ded.	40% after ded.	20% after ded.	50% after ded.
Emergency Room	0% after ded.		20% after ded.	
Chiropractic Care	0% after ded.	40% after ded.	20% after ded.	50% after ded.
Prescription Drugs Tier 1 Tier 2 Tier 3 Tier 4 Mail Order (Up to a 90-day supply)	0% after ded. 0% after ded. 0% after ded. 0% after ded. 0% after ded.	40% after ded. 40% after ded. 40% after ded. Not covered Not covered	20% after ded. 20% after ded. 20% after ded. 20% after ded. 20% after ded.	50% after ded. 50% after ded. 50% after ded. Not covered Not covered

(1) Plan maximum benefit payment is unlimited.

Medical costs

Listed below are the monthly costs for medical insurance. The amount you pay for coverage is deducted from your paycheck on a pre-tax basis. If you certify that you are a tobacco or nicotine user, an additional \$50 surcharge will be added to your monthly costs.

LEVEL OF COVERAGE	HPN or National \$2,000 Plan with HSA				HPN or National \$3,500 Plan with HSA			
	<\$50k Base Salary		\$50k+ Base Salary		<\$50k Base Salary		\$50k+ Base Salary	
	HPN	National	HPN	National	HPN	National	HPN	National
Employee Only	\$6.84	\$70.30	\$26.84	\$90.30	\$0.00	\$33.70	\$0.00	\$53.70
Employee + Spouse	\$108.94	\$250.72	\$158.94	\$300.72	\$52.02	\$164.80	\$102.02	\$214.80
Employee + Child(ren)	\$46.66	\$164.80	\$96.66	\$214.80	\$0.00	\$100.36	\$48.32	\$150.36
Employee + Family	\$220.34	\$408.48	\$295.34	\$483.48	\$134.42	\$281.02	\$209.42	\$356.02



Medical benefits

The National Network plans offer in- and out-of-network benefits, providing you the freedom to choose any provider. However, you will pay less out of your pocket when you choose a network provider.

The HPN plans offer in-network benefits only, which means in order for services to be covered, you must visit a provider who is contracted with the High Performance Network.

The table below summarizes the in- and out-of-network benefits. The amounts below show what you pay (percentages show the coinsurance you pay).

SUMMARY OF COVERED BENEFITS	National \$1,500 Plan with FSA		HPN \$2,500 Plan with FSA
	In Network	Out of Network (National)	In Network Only
Calendar Year Deductible Individual/Family	Embedded \$1,500/\$3,000 \$4,000/\$8,000		Embedded \$2,500/\$5,000
Out-of-Pocket Maximum¹ (Includes deductible, copays, and coinsurance) Individual/Family	Embedded \$4,000/\$8,000 \$8,000/\$16,000		Embedded \$6,850/\$13,700
Preventive Care	Plan pays 100%	50% after ded.	Plan pays 100%
Physician Services Primary Care Physician Specialist Virtual Care Urgent Care	\$20 copay \$40 copay \$10 copay \$50 copay	50% after ded. 50% after ded. Not covered 50% after ded.	\$20 copay \$40 copay \$10 copay \$50 copay
Lab/X-Ray Diagnostic Lab/X-Ray High-Tech Services (MRI, CT, PET)	20% 20%	50% after ded. 50% after ded.	20% 20%
Hospital Services	20% after ded.	50% after ded.	20% after ded.
Emergency Room	\$250 copay		\$250 copay
Chiropractic Care	\$40 copay	50% after ded.	\$40 copay
Prescription Drugs Tier 1 Tier 2 Tier 3 Tier 4 Mail Order (Up to a 90-day supply)	\$10 copay \$35 copay \$50 copay \$100 copay 2.5x retail copay	\$10 copay \$35 copay \$50 copay Not covered Not covered	\$10 copay \$35 copay \$50 copay \$100 copay 2.5x retail copay

(1) Plan maximum benefit payment is unlimited.

Medical costs

Listed below are the monthly costs for medical insurance. The amount you pay for coverage is deducted from your paycheck on a pre-tax basis. If you certify that you are a tobacco or nicotine user, an additional \$50 surcharge will be added to your monthly costs.

LEVEL OF COVERAGE	National \$1,500 Plan with FSA		HPN \$2,500 Plan with FSA	
	<\$50k Base Salary	\$50k+ Base Salary	<\$50k Base Salary	\$50k+ Base Salary
Employee Only	\$234.24	\$254.24	\$114.24	\$134.24
Employee + Spouse	\$660.14	\$710.14	\$379.60	\$429.60
Employee + Child(ren)	\$536.84	\$586.84	\$288.30	\$338.30
Employee + Family	\$1,034.96	\$1,109.96	\$586.46	\$661.46

Medical benefits

Tobacco surcharge and cessation program

Verra Mobility wants to support you in making positive decisions about your health.

Therefore, employees who certify that they are not tobacco users or have not used tobacco or nicotine products including, but not limited to, cigarettes, cigars, snuff, chewing tobacco, pipes, electronic cigarettes, and electronic vaping devices, etc., regardless of method or frequency of use within the past six months will pay less for medical insurance. All employees will be required to certify their tobacco use status during open enrollment and when first eligible for benefits.

If you currently use tobacco products, you can qualify for the discount by completing the American Lung Association (ALA) tobacco cessation program, which is available **AT NO COST** to you. Upon completion within 90 days of your benefits effective date, the non-tobacco discounted premiums will be retroactively applied via refund. We understand that quitting tobacco isn't easy, and we encourage you to contact ALA for cessation assistance and support. You will be assigned an ALA counselor who will provide individualized, one-on-one guidance through telephonic sessions. You will be required to complete 8 sessions within 90 days of your benefits effective date in order to qualify for the lower premium and retroactive refund of the surcharge. Request the Tobacco Cessation Program Enrollment Form from benefits@verramobility.com and email to hifax@lung.org to get started.

We are committed to helping you achieve your best health. Employees enrolled in the medical plans are able to participate in these programs in order to avoid the surcharge. If you think you might be unable to meet the requirements to avoid the surcharge for any reason, contact benefits@verramobility.com to see if you might qualify for an alternate opportunity to avoid the surcharge.





Medical benefits

Wondr Health

Wondr is a free online behavioral change program that will help you be your healthiest self. With Wondr, you'll learn science-based skills that help you to lose weight, sleep better, stress less, and much more.

Visit wondrhealth.com/verramobility or download the Wondr app to apply for the program and jump start your weight loss journey.

Carrot Family-Forming Benefits

Every family is different, so your family-forming benefits should be unique to you as well. Whether you need adoption services, surrogacy, freezing and storage of eggs or embryos, or just an expert to walk you through your options and processes, Carrot is your resource.

Carrot provides:

- Educational content to help you understand your options.
- Video tutorials for common procedures like injections
- Help locating the right clinic for you
- Access to Carrot experts who can answer your questions
- And much more

You also have access to Carrot Pregnancy, which offers virtual access to doctors, doulas, and midwives, and emotional wellbeing experts to help you stay healthy throughout pregnancy and prepare for labor and delivery.

Coverage for all

All employees and their partners and spouses that are enrolled in a Verra Mobility medical plan are eligible to use the funds regardless of sexual orientation, gender identification, marital status, race, or age, up to \$10,000 annually, with a lifetime benefit maximum of \$30,000.

Types of covered services*

- | | | |
|----------------------------------|---------------------------------------|------------------------------|
| ◦ Initial fertility consultation | ◦ In-vitro fertilization (IVF) | ◦ Adoption agency services |
| ◦ Baseline fertility screening | ◦ Intrauterine insemination (IUI) | ◦ Cancer and fertility |
| ◦ Semen analysis | ◦ Donor sperm acquisition | ◦ Diabetes and fertility |
| ◦ Lab tests and diagnostics | ◦ Donor egg acquisition | ◦ Genetic testing of embryos |
| ◦ Egg harvesting/cycle | ◦ Storage | ◦ Menopause support |
| ◦ Sperm freezing | ◦ Shipping and transport of materials | ◦ Low testosterone support |
| ◦ Egg/embryo freezing | | |

Sign up at get-carrot.com/signup.

*Reimbursement does not require a medical diagnosis of infertility. However, services must be provided at a reproductive endocrinology clinic. Eligible clinics can be located on the Carrot online platform.

Medical benefits

Prescription drugs

No cost preventive medications for all members

The Affordable Care Act also requires that certain medications such as contraceptives or vaccines be covered 100% for all medical plans.

For a list of covered preventive prescriptions, download the “ACA Preventive Drug List” from azblue.com or email benefits@verramobility.com.

Expanded no cost preventive medications for HSA plan members

To ensure you are able to receive the preventive prescriptions you need to maintain your health, Verra Mobility covers an expanded list of preventive prescriptions for members enrolled in the HPN or National Plans with an HSA. This makes it more affordable for you to fill the prescriptions you need.

Preventive prescriptions are used for the prevention of conditions such as high blood pressure, high cholesterol, diabetes, asthma, osteoporosis, heart attack, stroke, and prenatal nutrient deficiency.

Under the HPN or National Plans with HSA, preventive prescriptions on the HSA Preventive Drug List are available **AT NO COST** to you before meeting your deductible. For a list of covered preventive prescriptions, download the “HSA Preventive Drug List” from azblue.com or email benefits@verramobility.com.

Mail order prescriptions

Employees enrolled in the Verra Mobility medical plans have access to mail order prescription delivery through BCBS. BCBS’s mail order service is a convenient and cost-effective way for you to order up to a 90-day supply of medication for delivery to your home. You will avoid having to visit a local retail pharmacy each month and save money on your prescriptions.

How to enroll in mail order

- Have your doctor write your maintenance medication prescriptions for 90 days.
- Enroll at azblue.com/member. Remember to have your mailing address, phone number, any known allergies, and payment information handy to begin service.

GoodRx

GoodRx can help you save on your prescription drug costs. Download the free mobile app or visit goodrx.com today to see how much you could be saving.

Getting started is easy:

1. Download the app or visit goodrx.com.
2. Search for your medications by name or condition.
3. Compare prices and choose a pharmacy nearby.
4. Fill your prescription and claim your savings.

Note: GoodRx is not an insurance plan nor does it replace your BCBS prescription drug coverage. It is a prescription pricing service that enables you to comparison shop for medications and instantly redeem savings. GoodRx lets you know if there are discounts and coupons available for your drugs, which can help you lower costs regardless of your medical insurance. If you have insurance, GoodRx allows you to view your costs through the plan and identify any restrictions before you go to the pharmacy.



Medical benefits

Preventive care

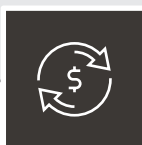
In-network preventive care is 100% free for medical plan members.

You won't have to pay anything out of your pocket when you receive in-network preventive care. Practice preventive care and reap the rewards of a healthier future.



Preventive care helps keep you healthier long-term.

An annual preventive exam can help **IDENTIFY FUTURE HEALTH RISKS** and treat issues early when care is more manageable and potentially more effective.



Preventive care helps keep your costs low.

With a preventive care exam each year, you can **TARGET HEALTH ISSUES EARLY** when they are less expensive to treat. You can also effectively manage chronic conditions for better long-term health.



Preventive care keeps your health up to date.

Yearly check-ins with your doctor keeps your health on track with **AGE- AND GENDER-SPECIFIC EXAMS, VACCINATIONS, AND SCREENINGS** that could save your life.

Save money on your health care

Choose an in-network provider

Choose an in-network provider and you'll pay less out of your pocket. Why? Because in-network doctors and facilities contract with the insurance company and agree to charge a lower price for services.

Request an in-network lab

When your doctor orders a test, confirm that an in-network lab will be used. If your tests are sent to an out-of-network lab, you may incur additional out-of-pocket expenses or your tests may not be covered.

Check your explanation of benefits

After your appointment, review your explanation of benefits (EOB) and provider bill to confirm you were billed correctly.



Some services are generally not considered preventive if you get them as part of a visit to diagnose, monitor, or treat an illness or injury. Please be aware that you will be responsible for the cost of any non-preventive care services you receive at your preventive care exam based on your plan design.

Learn more about preventive care at [azblue.com](https://www.azblue.com).

Medical benefits

BlueCare Anywhere | azblue.com/bluecareanywhere | 844-606-1612

Virtual care

Medical plan members have access to medical, counseling, and psychiatry care through BlueCare Anywhere. Get the care you need when and wherever you need it. Whether you're on the go, at home, or at the office, care comes to you in the form of virtual care.

HPN or National \$2,000 and \$3,500 Plan with HSA costs

- \$67 visit fee until the deductible is met. Then you are responsible for the coinsurance.
- Counseling and psychiatric care costs are higher, depending on the service provided.

National \$1,500 Plan with FSA and HPN \$2,500 with FSA costs

- \$10 copay for medical consultations.
- \$20 copay for counseling and psychiatric care consultations.



Get care for non-emergency conditions.

Virtual care can connect you to a doctor, without an appointment, from your phone, computer, or tablet. Receive care for common health issues like allergies, asthma, sore throat, fever, headache, rashes, and much more.



Receive mental health support and counseling.

Licensed counselors and psychiatrists can help diagnose, treat, and even prescribe medication when needed for depression and anxiety, substance abuse and panic disorders, PTSD, men and women's issues, grief and loss, and more.



Sign into your computer, tablet, or mobile device.

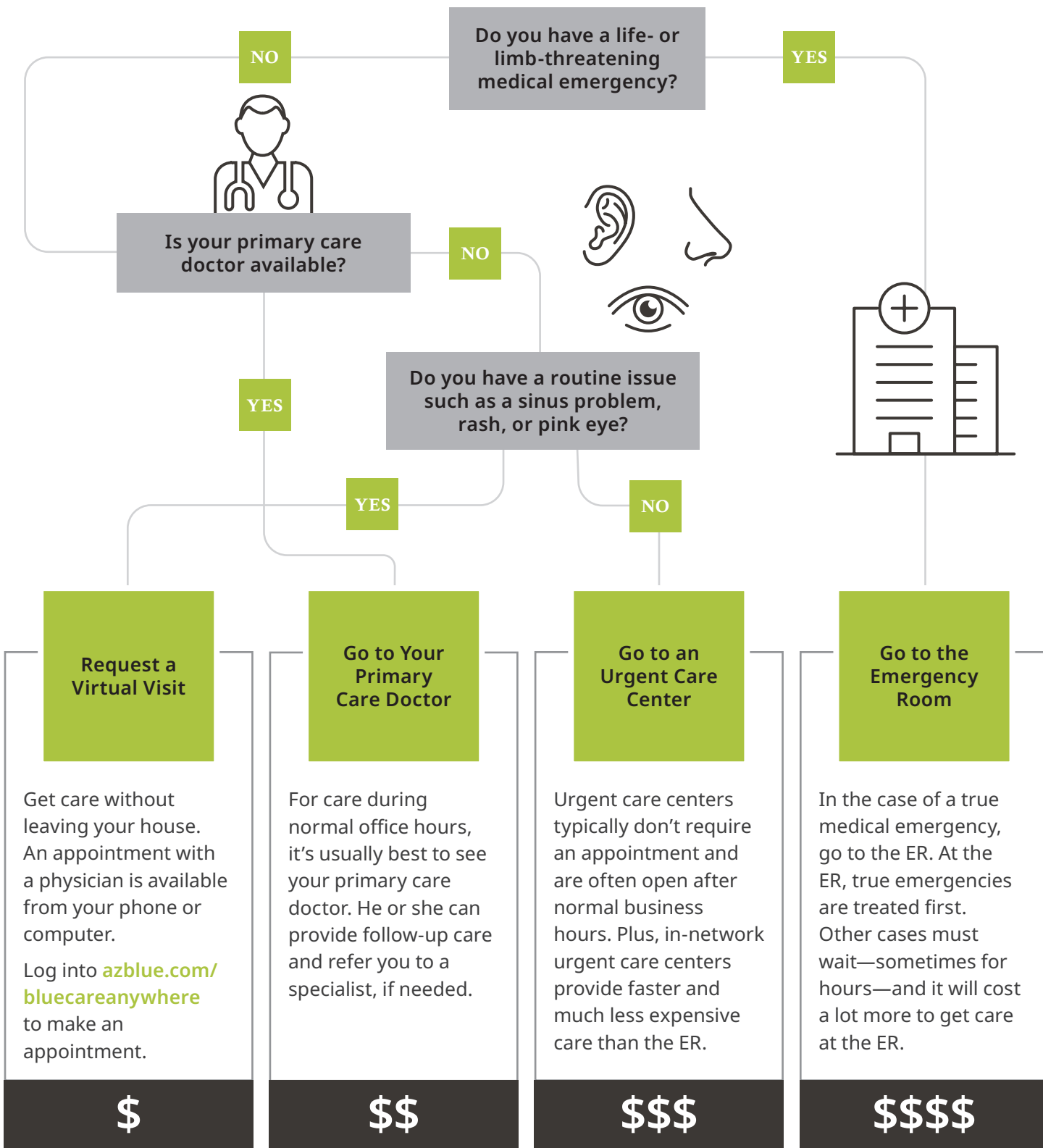
Use virtual care to prioritize your health by getting the care you need when you need it. Visit azblue.com/bluecareanywhere to get started.



Medical benefits

Know where to go for care

Where you go for medical services can make a big difference in how much you pay and how long you wait to see a health care provider. Use the chart below to help you choose where to go for care.



Accident insurance

Cigna | cigna.com | 800-754-3207

Verra Mobility provides you the option to purchase accident insurance through Cigna.

Accident insurance helps protect against the financial burden that accident-related costs can create. This means that you will have added financial resources to help with expenses incurred due to an injury, to help with ongoing living expenses, or to help with any purpose you choose. Claims payments are made in flat amounts based on services incurred during an accident. Refer to the Cigna flyer to view plan details and compare the three plan options.

Examples of covered conditions

- Burns
- Lacerations
- Concussion
- Medical service related to an accident
- Dislocations
- Broken Bones
- Fractures

Accident insurance costs

Listed below are the monthly costs for accident insurance. The amount you pay for coverage is deducted from your paycheck on a post-tax basis.

LEVEL OF COVERAGE	Accident Low Plan	Accident Mid Plan	Accident High Plan
Employee Only	\$6.25	\$10.54	\$15.12
Employee + Spouse	\$9.82	\$16.62	\$23.79
Employee + Child(ren)	\$10.38	\$18.82	\$26.67
Employee + Family	\$16.34	\$29.39	\$41.73

Critical illness insurance

Cigna | cigna.com | 800-754-3207

Verra Mobility provides you the option to purchase critical illness insurance through Cigna.

Critical illness insurance provides a financial, lump-sum benefit upon diagnosis of a covered illness. These covered illnesses are typically very severe and likely to render the affected person incapable of working. Because of the financial strain these illnesses can place on individuals and families, critical illness insurance is designed to help you pay your mortgage, seek experimental treatment, or handle unexpected medical expenses.

A health screening benefit is automatically included in the plan. This plan will pay \$50 per insured individual per calendar year when a covered health screening test is performed.

Examples of covered conditions

- Circulatory conditions such as heart attack or stroke
- Cancer conditions
- Other conditions such as benign brain tumor, major organ failure, paralysis, and coma

Benefit options

- **Employee:** \$5,000, \$10,000, \$15,000, \$20,000
- **Spouse/Domestic Partner:** \$5,000, \$7,500, \$10,000
- **Child(ren):** \$5,000

Rates are age banded for employee and spouse differentiating between smoker and non-smoker. Spouse rates are based on the employee's age. Child rates are a flat dollar amount. Refer to the Cigna flyer to view plan details and costs.

If you choose to increase your coverage or are electing coverage for the first time, you will be subject to pre-existing condition limitations.



Hospital indemnity insurance

Cigna | cigna.com | 800-754-3207

Verra Mobility provides you the option to purchase hospital indemnity insurance through Cigna.

A hospital stay can happen at any time, and it can be costly. Cigna hospital care coverage can help you and your loved ones have additional financial protection. Cigna hospital care pays benefits for hospitalizations resulting from a covered injury or illness. Coverage continues after the first hospitalization, to help you have protection for future hospital stays.

A health screening benefit is automatically included in the plan. This plan will pay \$50 per insured individual per calendar year when a covered health screening test is performed.

The table below highlights some of the benefits of the hospital care insurance plan. Please refer to the Cigna plan summary for additional details. Benefits will be subject to pre-existing condition limitations.

HOSPITALIZATION BENEFITS	Hospital Indemnity Plan
Hospital Admission (Every 90 days) No elimination period. Limited to one day.	\$1,000 per day
Hospital Chronic Condition Admission (Every 90 days) No elimination period. Limited to one day.	\$50 per day
Hospital Stay (Every 90 days) No elimination period. Limited to 30 days.	\$100 per day
Hospital Intensive Care Unit (ICU) Stay (Every 90 days) No elimination period. Limited to 30 days.	\$200 per day
Hospital Observation Stay 24-Hour elimination period. Limited to 72 hours.	\$100 per 24-hour period

Hospital indemnity insurance costs

Listed below are the monthly costs for hospital indemnity insurance. The amount you pay for coverage is deducted from your paycheck on a post-tax basis.

LEVEL OF COVERAGE	Hospital Indemnity Plan
Employee Only	\$15.49
Employee + Spouse	\$34.65
Employee + Child(ren)	\$30.21
Employee + Family	\$49.37

Dental benefits

Delta Dental | deltadentalaz.com | 800-352-6132

Delta Dental (DHMO) | deltadentalins.com | 800-422-4234

Verra Mobility offers three dental insurance plan options through Delta Dental.

The Base PPO (Delta Basic) and Buy-Up PPO (Delta Enhanced) plans offer in- and out-of-network benefits, providing you the freedom to choose any provider. However, you will pay less out of your pocket when you choose a Delta Dental provider. Locate a network provider at deltadentalaz.com.

The DHMO plan provides in-network benefits only. Locate a network provider at deltadentalins.com.

The table below summarizes key features of the dental plans. The coinsurance amounts listed reflect the amount you pay. Please refer to the official plan documents for additional information on coverage and exclusions.

SUMMARY OF COVERED BENEFITS	Delta Dental Basic \$1,200		Delta Dental Enhanced \$2,000		Delta Dental DHMO ¹
	In Network	Out of Network	In Network	Out of Network	In Network Only
Calendar Year Deductible Individual/Family	\$50/\$150		\$50/\$150		None/None
Calendar Year Benefit Max	\$1,200		\$2,000		You pay a copay for each covered procedure. You must select an in-network primary dentist with Delta Dental BEFORE using services. Refer to the official plan documents for more information.
Preventive Care (Oral exams, cleanings, x-rays)	Plan pays 100%	20%	Plan pays 100%	Plan pays 100%	
Basic Services (Periodontal and endodontic services, oral surgery, fillings)	20% after ded.	40% after ded. ²	20% after ded.	20% after ded.	
Major Services (Bridges, crowns [inlays/onlays], dentures [full/partial])	50% after ded.	70% after ded. ²	50% after ded.	50% after ded.	
Orthodontia Services (Adult and children, ages 8+)	Not covered		50%		
Orthodontia Lifetime Max	N/A		\$2,000		

(1) The DHMO dental plan is not available for Puerto Rico residents. (2) Coinsurance amounts for Texas residents are the same in and out of network.



Your dentist can tell a lot about your overall health during your dental visit, including whether or not you may be developing diabetes, heart disease, kidney disease, and even some forms of cancer.

Dental costs

Listed below are the monthly costs for dental insurance. The amount you pay for coverage is deducted from your paycheck on a pre-tax basis, which means you don't pay taxes on the amount you pay for coverage.

LEVEL OF COVERAGE	Delta Dental Basic \$1,200	Delta Dental Enhanced \$2,000	Delta Dental DHMO
Employee Only	\$13.88	\$22.53	\$8.26
Employee + Spouse	\$26.29	\$43.40	\$16.52
Employee + Child(ren)	\$28.14	\$49.68	\$18.27
Employee + Family	\$41.81	\$72.72	\$27.16



Vision benefits

VSP | vsp.com | 800-877-7195

Verra Mobility offers a vision insurance plan through VSP.

You have the freedom to choose any vision provider. However, you will maximize the plan benefits when you choose a network provider. Locate a VSP network provider at vsp.com.

The table below summarizes key features of the vision plan. Please refer to the official plan documents for additional information on coverage and exclusions.

SUMMARY OF COVERED BENEFITS	VSP Vision Plan	
	In Network	Out of Network
Eye Exam (Every calendar year)	You pay a \$0 for routine eye exams	Up to \$45 reimbursement
Standard Plastic Lenses (Every calendar year) Single/Bifocal/Trifocal	\$20 copay	Up to \$30/\$50/\$65 reimbursement
Frames (Every calendar year)	You pay the exam copy, then you receive a \$200 allowance plus a 20% discount on your balance	Up to \$70 reimbursement
Contact Lenses (Every calendar year in lieu of standard plastic lenses) Exam (Fitting and evaluation) Lenses	Up to a \$60 copay Up to a \$130 allowance	Up to \$105 reimbursement
Enhancements Anti-Glare Coating LightCare (in lieu of prescription lenses and frames) EasyOption (choose one of the following upgrades per year)	Plan pays 100% \$200 allowance \$50 additional frame allowance; \$70 additional contact lens allowance, anti-glare coating, progressive lenses, or light-reactive lenses	Not covered



Even if you have perfect vision, an annual eye exam is important. Just by examining your eyes, a doctor can find warning signs of high blood pressure, diabetes, and more than 200 other major diseases.

Vision costs

Listed below are the monthly costs for vision insurance. The amount you pay for coverage is deducted from your paycheck on a pre-tax basis, which means you don't pay taxes on the amount you pay for coverage.

LEVEL OF COVERAGE	VSP Vision Plan
Employee Only	\$10.17
Employee + Spouse	\$16.26
Employee + Child(ren)	\$16.60
Employee + Family	\$26.75

Budgeting for your care

Verra Mobility offers two types of pre-tax accounts: a health savings account (HSA) and flexible spending accounts (FSAs).

When you put money into a pre-tax account, you can save up to 20%* on your care and increase your take home pay. This is because you don't pay tax on your contributions.

Enrolled in an HPN or National Plan with HSA?	Enrolled in an HPN or National Plan with FSA?	Enrolled in the HPN or National Plan with HSA?	Paying for child or elder care expenses?
Health Savings Account	Health Care Flexible Spending Account	Limited Purpose Flexible Spending Account	Dependent Care Flexible Spending Account
<p>Consider funding a health savings account (HSA).</p> <ul style="list-style-type: none"> ◦ Verra Mobility matches your HSA contribution: <ul style="list-style-type: none"> » Employee only: Up to \$700 » Employee + spouse or child(ren): Up to \$1,200 » Family: Up to \$1,700 ◦ Roll over all funds each year ◦ Invest funds for long-term savings ◦ Spend funds penalty-free after age 65 	<p>Consider funding a health care flexible spending account. If you fund an HSA, you cannot fund a health care FSA.</p> <ul style="list-style-type: none"> ◦ No Verra Mobility contribution ◦ You may roll over up to \$640 each year 	<p>Consider funding a limited purpose flexible spending account. You can choose to fund both a limited purpose FSA and an HSA.</p> <ul style="list-style-type: none"> ◦ No Verra Mobility contribution ◦ You may roll over up to \$640 each year ◦ Dental and vision expenses only 	<p>You may fund a dependent care flexible spending account.</p> <ul style="list-style-type: none"> ◦ No Verra Mobility contribution ◦ Dependent care expenses only
			

*Percentage varies based on your tax bracket.



Health savings account

HealthEquity | healthequity.com | 866-346-5800

If you enroll in an HPN or National Plan with HSA, you may be eligible to open and fund a health savings account (HSA) through HealthEquity.

An HSA is a savings account that you can use to pay out-of-pocket health care expenses with pre-tax dollars.

Verra Mobility contribution

If you enroll in an HPN or National Plan with HSA, Verra Mobility will help you save by matching your HSA contribution. This contribution will be pro-rated and will occur in every paycheck. For new hires, Verra Mobility's first contribution will be made within the first pay period after you are benefits-eligible.

- **Employee only:** Up to \$700
- **Employee + spouse:** Up to \$1,200
- **Employee + child(ren):** Up to \$1,200
- **Employee + family:** Up to \$1,700

2024 IRS HSA contribution maximums

Contributions to an HSA (including the Verra Mobility contribution) cannot exceed the IRS allowed annual maximums.

- **Individuals:** \$4,150
- **All other coverage levels:** \$8,300

If you are age 55+ by December 31, 2024, you may contribute an additional \$1,000.

HSA eligibility

You are eligible to fund an HSA if you are enrolled in an HPN or National Plan with HSA.

You are NOT eligible to fund an HSA if:

- You are covered by a non-HSA eligible medical plan, health care FSA (including a health care FSA that your spouse may have enrolled in), or health reimbursement account.
- You are eligible to be claimed as a dependent on someone else's tax return.
- You are enrolled in Medicare, Medicaid, TRICARE, or TRICARE for Life.
- You have received Veterans Administration benefits in the last three months, unless the condition for which you received care was service related.

Refer to **IRS Publication 969** for eligibility details.

Maximize your tax savings with an HSA



Spend

Pay for eligible expenses such as deductibles, dental and vision exams, menstrual care products, and prescriptions.



Save

Roll over funds every year to boost your long-term savings. Even if you switch health plans or jobs, the money is yours to keep.



Invest

Invest and grow HSA funds tax free—including interest and investment earnings. After age 65, spend HSA dollars on any expense penalty free.

Flexible spending accounts

HealthEquity | healthequity.com | 866-346-5800

Verra Mobility offers three flexible spending account (FSA) options through HealthEquity.

The FSAs allow you to set aside money for health care and dependent care expenses on a pre-tax basis. As you incur eligible expenses throughout the year, you submit a claim for those expenses, and you are reimbursed with tax-free dollars from your account. The annual FSA contribution limit refers to contributions made only by you.

Health care FSA (not allowed if you fund an HSA)

Pay for eligible out-of-pocket medical, dental, and vision expenses with pre-tax dollars. Refer to [IRS Publication 502](#) for a list of eligible expenses.

The health care FSA maximum contribution is \$3,200 for 2024. You can roll over up to \$640 from your FSA to the following year. Any funds exceeding \$640 will be lost. You have 90 days after December 31, 2023 to submit for reimbursement for 2023 expenses.

Limited purpose health care FSA

If you fund an HSA, you can also fund a limited purpose health care FSA. This FSA can only be used for dental and vision expenses.

The limited purpose health care FSA maximum contribution is \$3,200 for 2024. You can roll over up to \$640 from your FSA to the following year. Any funds exceeding \$640 will be lost. You have 90 days after December 31, 2023 to submit for reimbursement for 2023 expenses.

Dependent care FSA

The dependent care FSA allows you to pay for eligible dependent day care expenses with pre-tax dollars. Eligible dependents are children under 13 years of age, or spouse, a child over 13, or elderly parent residing in your home who is physically or mentally unable to care for him or herself.

You may contribute up to \$5,000 to the dependent care FSA for 2024 if you are married and file a joint return or if you file a single or head of household return. If you are married and file separate returns, you can each elect \$2,500 for 2024. These funds are use it or lose it. You have 90 days after December 31, 2023 to submit for reimbursement for 2023 expenses.

How to use an FSA

1

Contribute

Decide how much to contribute to your FSA on a plan year basis up to the maximum allowable amounts. This amount will be evenly divided by the number of pay periods and deducted on a pre-tax basis from your paycheck.

2

Pay

Use your FSA debit card to pay for eligible expenses at time of service or submit a claim for reimbursement at healthequity.com. Keep all receipts in case HealthEquity requires you to verify the eligibility of a purchase.

3

Use it or lose it

FSA dollars are use it or lose it. However, you can roll over up to \$640 from your FSA to use in future years. Any amount in excess of \$640 will be forfeited. This does not apply to the dependent care FSA—no rollover allowed.



Life and AD&D benefits

Prudential | prudential.com/mybenefits | 800-524-0542

Verra Mobility's comprehensive benefits package includes financial protection for you and your family in the event of an accident or death.

Basic life and AD&D insurance

Verra Mobility automatically provides basic life and AD&D insurance through Prudential to all benefits-eligible employees **AT NO COST**. If you die as a result of an accident, your beneficiary would receive both the life benefit and the AD&D benefit. **Please be sure to keep your beneficiary designations up to date.**

- **Employee life benefit:** 1x base annual earnings up to \$400,000
- **Employee AD&D benefit:** 1x base annual earnings up to \$400,000

Depending on your personal situation, basic life and AD&D insurance might not be enough coverage for your needs. To protect those who depend on you for financial security, you may want to purchase supplemental coverage.

Use the calculator at prudential.com/EZLifeNeeds to find the right amount for you.



Supplemental life and AD&D insurance

Verra Mobility provides you the option to purchase supplemental life and AD&D insurance for yourself, your spouse, and your dependent children through Prudential.

You must purchase supplemental coverage for yourself in order to purchase coverage for your spouse and/or dependents. When you enroll you will see your exact cost for coverage based on your age and how much you buy. Benefits will reduce to 50% at age 70.

- **Employee:** \$10,000 increments up to 5x annual earnings or \$500,000, whichever is less—guarantee issue: \$200,000
- **Spouse:** \$5,000 increments up to \$150,000 or 100% of the employee's election, whichever is less—guarantee issue: \$30,000
- **Dependent children:** Birth to age 26: \$10,000—guarantee issue: \$10,000



If you elect supplemental coverage, you may purchase up to the guaranteed issue amount(s) without completing a statement of health (evidence of insurability). If you do not enroll when first eligible, and choose to enroll during a subsequent annual open enrollment period, you may be required to submit evidence of insurability (EOI) for the coverage you request. Any amounts requiring EOI will not take effect until approved by Prudential.

Disability benefits

Prudential | prudential.com/mybenefits | 877-367-7781

Disability insurance keeps you and your family financially protected if you become unable to work due to an illness or injury.

Short-term disability insurance

Verra Mobility automatically provides short-term disability (STD) insurance through Prudential to all benefits-eligible employees **AT NO COST**. STD insurance is designed to help you meet your financial needs if you become unable to work due to an illness or injury. Benefits will be reduced by other income, including state-mandated STD plans.

Maternity

- **Benefit:**
 - » Weeks 1–8: 100% of salary up to \$2,000 per week
 - » Weeks 9–26: 60% of salary up to \$2,000 per week
- **Elimination period:** 0 days

All other disabilities

- **Benefit:**
 - » Week 1: \$0 (use PTO or PSL)
 - » Weeks 2–8: 80% of salary up to \$2,000 per week
 - » Weeks 9–26: 60% of salary up to \$2,000 per week
- **Elimination period:** 7 days

Long-term disability insurance

Verra Mobility automatically provides long-term disability (LTD) insurance through Prudential to all benefits-eligible employees **AT NO COST**. LTD insurance is designed to help you meet your financial needs if your disability extends beyond the STD period.

- **Benefit:** 60% of base monthly pay up to \$15,000 per month
- **Elimination period:** 180 days
- **Benefit duration:** Social security normal retirement age

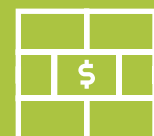
Disability insurance is an important part of your benefits coverage. You may use disability benefits to pay for your necessary expenses while you are unable to work, such as mortgage payments, medical expenses, childcare, and more. If you are enrolled and become unable to work due to an accident, illness, injury, or pregnancy, you must apply for benefits as soon as you are able after your event. Please notify Prudential as soon as possible to ensure you qualify for coverage and receive timely payouts.



Injury



Disability
insurance



Financial
protection



Employee assistance program

Workplace Options | global.helpwhereyouare.com (company code: verraemployee) | 919-706-4551

Assistance is always available for you. The employee assistance program (EAP) services are provided **AT NO COST to you and your household through Workplace Options.**

Your EAP is a free, strictly confidential service that includes 24/7 online and telephonic counseling and up to **six free face-to-face** visits per person, per issue, per year with a licensed counselor.



Tools and resources

Browse through our online resources for tips on how to handle some of life's challenges and view monthly webcast seminars on a variety of helpful topics.



Care options

Find child and elder care to support you and your family's day-to-day needs.



Legal and financial

Receive free 30-minute financial and attorney consultations and up to 25% discounts on tax planning, preparation, and select legal fees.



Support all year

Connect with a mental health professional about addiction, family, and individual counseling.

When is the best time to use your EAP?

- When you feel burnt out or stretched thin, call to connect with a counselor to find relief.
- When you need help finding care for your child or loved one, call to find care solutions.
- When you need someone to talk to with 24/7 support, you can connect when it's convenient.
- When you're not sure of the next step to take, reach out for legal and financial planning.

Don't hesitate to reach out whenever you need it. No personal information is ever shared with Verra Mobility and access to the EAP is completely confidential.



The free EAP can support you. Call the EAP 24/7 at 919-706-4551 or visit global.helpwhereyouare.com (Company Code: verraemployee).

Headspace well-being support

Headspace | work.headspace.com/verramobility/member-enroll

Your mental health is everything. That's why we provide access to Headspace **AT NO COST to all employees.**

Headspace is a science-based mental health platform that offers hundreds of hours of guidance, on everything from stress to focus to sleep. In just 10 minutes a day, Headspace can equip you with valuable skills to promote better well-being and help you sleep better, get moving, and practice mindfulness through meditation.

With Headspace, you have access to:

- Guided meditations designed to reduce stress, improve focus and productivity, and much more.
- Sleepcasts and bedtime audio that can help you get a restful night's sleep.
- Quick workouts and guided cardio to benefit both your body and mind.

Visit work.headspace.com/verramobility/member-enroll or download the Headspace app to get started.

Identity theft protection

Allstate Identity Protection Pro | allstateidentityprotection.com | 800-789-2720

Verra Mobility provides identity theft protection to all benefits-eligible employees **AT NO COST.**

Enjoy peace of mind, financial reassurance, and time saving expertise with Allstate's comprehensive identity protection plan that includes the following:

- Wallet protection
- Digital exposure report
- Privacy advocate remediation
- \$1,000,000 identity theft insurance policy
- Solicitation reduction
- Identity and credit monitoring
- Credit scores and reports
- Threshold monitoring
- Financial transaction monitoring
- Social media reputation monitoring



Your
contribution



Verra Mobility
matching
contribution



Your total 401(k)
retirement plan
contribution

Retirement

Empower Retirement | empowermyretirement.com | 800-338-4015

Verra Mobility offers a 401(k) retirement savings plan, which is administered by Empower Retirement.

Who is eligible to join the plan?

All employee may join the plan except:

- Employees who are residents of Puerto Rico
- Employees covered by a collective bargaining agreement
- Non-resident aliens with no U.S. earned income
- Leased employees
- Interns and temporary employees unless such employees work 1,000 hours in an eligibility computation period

You need to be age 18 and work for at least 30 day(s).

When do contributions start?

You become eligible for the 401(k) plan on the first of the month following 30 days of employment. Empower will report your contribution elections to Payroll after your eligibility begins. The date your 401(k) contributions begin is dependent on when you make your elections and the payroll cutoff schedule, but will begin as soon as administratively possible. **Automatic enrollment of 5% will take place if no elections are made.** If you do not want to contribute to the 401(k) plan, you must log into Empower to set your contributions to 0%.

The Internal Revenue Service (IRS) limits the total amount of pre-tax and Roth contributions you may make each calendar year. For 2024, this limit is \$23,000. However, if you reach age 50 anytime during the calendar year or are over 50, you may make additional pre-tax and Roth contributions above and beyond normal plan and legal limits. For 2024, you can make up to \$7,500 in additional contributions.

Does Verra Mobility have an employer match?

Yes, Verra Mobility matches up to the first 5% of your salary that you contribute. We match 100% of the first 3% you contribute and we match 50% of the next 2% you contribute. All contributions, yours and Verra Mobility's, are immediately 100% vested.

How do I enroll?

Empower will mail an enrollment packet to your home. Follow the instructions in the packet to change your contributions, select your investments, and roll over another 401(k) to our plan.

Tuition reimbursement

Verra Mobility encourages employees' professional development by providing reimbursement for certain expenses required to obtain a college degree.

Employee eligibility

- Be an active employee, scheduled to work at least 30+ hours per week at the time of Tuition Reimbursement Application submission (other employment statuses such as temporary, contract, or intern are not eligible to participate).
- Have completed 60 days of continuous service prior to the commencement of the course(s) submitted for reimbursement on the Tuition Reimbursement Application.
- Not be on any written or final written warnings/performance improvement plans at the time of Tuition Reimbursement Application.

Course eligibility

- Commence no more than 90 days after the Tuition Reimbursement Application is submitted.
- Be related to a degree program that pertains to an employee's current position, next logical position or long-term development as defined in an approved development plan.
- Be approved by the employee's supervisor/manager and Human Resources prior to the commencement of the course (approval is not guaranteed).
- Result in a final grade:
 - » Undergraduate courses require a "C" grade or better for cost and fee reimbursement.
 - » Graduate courses require a "B" grade or better for cost and fee reimbursement.
- Be taken on the employee's own time and should not interfere with his/her regular job attendance, schedule and/or performance.

Note: Requests for training, seminars, or professional certifications are not covered by this program and should be directed to the employee's supervisor/manager.

Cost and fee eligibility

Tuition costs, registration fees, laboratory fees, and required textbooks are eligible for reimbursement.

Maximum reimbursement

The maximum tuition reimbursement amount for which an employee may apply is \$5,250 per calendar year.



To learn more, review the Tuition Reimbursement Program email benefits@verramobility.com.



Parental leave

Vera Mobility will provide eligible employees up to six (6) weeks of paid parental leave for the birth or adoption of a child, available the first of the month following their hire date. Leave is paid at 100% of regular salary and must be taken within six (6) months of the child's birth or placement. See the Employee Handbook for more information.

Volunteering time off

Verra Mobility provides all employees with 16 hours of paid time off per year to volunteer. See the Employee Handbook for policy details.

- **Hire date January 1–June 30:** 16 hours of VTO
- **Hire date July 1–December 31:** 8 hours of VTO
- **After 1 year of employment:** 16 hours of VTO

Paid time off (PTO)

Full-time employees accrue PTO beginning on date of hire. See the Employee Handbook for policy details.

- **Less than 3 years of service:** 4.62 hours per pay period up to 120 hours per year
- **3–5 years:** 5.24 hours per pay period up to 136 hours per year
- **6–8 years:** 5.85 hours per pay period up to 152 hours per year
- **9+ years:** 6.47 hours per pay period up to 168 hours per year

Paid sick leave (PSL)

Vera Mobility will provide eligible employees with 80 hours of PSL on an annual basis, unless greater annual PSL is required by applicable state or local law. See the Employee Handbook for policy details.

Observed holidays

Verra Mobility observes ten (10) annual holidays:

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

Pet insurance

Nationwide | petinsurance.com/verramobility | 877-738-7874

Verra Mobility provides you the option to purchase pet insurance through Nationwide.

There are three simple ways to sign up for pet insurance:

1. Go directly to Verra Mobility's dedicated URL—petinsurance.com/verramobility.
2. Visit petsnationwide.com and enter your company name (VM Consolidated, Inc.).
3. Call 877-738-7874 and mention that you are an employee of VM Consolidated, Inc. to receive preferred pricing.

Verra Perks

Verra Perks is an online marketplace offering incredible discounts, rewards, and perks on thousands of brands in a variety of categories—from travel and electronics to beauty and spa.

Create your Verra Perks account by following the steps below:

1. Visit the online marketplace at verraperks.benefithub.com.
2. Scroll to the "Create an Account" section on the left side of the page.
3. Enter XZWMPX as the "Referral Code."
4. Enter the email address you prefer to use for accessing Verra Perks (work email or your personal email).
5. Complete registration as prompted.

Vehicle discount program

Discount programs are available for Chrysler, Dodge, Fiat, Jeep, and Ram.

Find out more about these discounts, email benefits@verramobility.com



The Benefit Resource Center ("BRC") is Always Here to Help!

It doesn't matter if you're a new hire or celebrating your 15th year with the same company, benefits and claims can be tricky to navigate. Our Benefits Specialists can help you: choose the right plan, translate confusing jargon and answer questions about which benefits your employer offers. Plus, they can work directly with insurance carriers to resolve issues related to claims and denials of service—and more!

Benefit Resource Center

BRCCA@usi.com | Toll Free: 888-336-7463

Monday through Friday 8:00am to 5:00pm Pacific Standard Time

Contacts

If you have any questions regarding your benefits or the material contained in this guide, please contact Verra Mobility Total Rewards Team.

Total Rewards Team
benefits@verramobility.com

Benefits Resource Center
888-336-7463 (Monday–Friday, 8 a.m. to 8 p.m.)
brcca@usi.com

PROVIDER/PLAN	Contact Number	Website
Medical Blue Cross Blue Shield of Arizona	844-899-4072	azblue.com
Family-Forming Benefits Carrot		support@get-carrot.com get-carrot.com/signup
Accident Insurance Cigna	800-754-3207	cigna.com
Critical Illness Insurance Cigna	800-754-3207	cigna.com
Hospital Indemnity Insurance Cigna	800-754-3207	cigna.com
Dental Delta Dental Base and Buy-Up PPO DHMO	800-352-6132 800-422-4234	deltadentalaz.com deltadentalins.com
Vision VSP	800-877-7195	vsp.com
Health Savings Account HealthEquity	866-346-5800	healthequity.com
Flexible Spending Accounts HealthEquity	866-346-5800	healthequity.com
Life and AD&D Insurance Prudential	800-524-0542	prudential.com/mybenefits
Disability Insurance Prudential	877-367-7781	prudential.com/mybenefits
Employee Assistance Program Workplace Options	919-706-4551	global.helpwhereyouare.com (Company Code: verraemployee)
Headspace	N/A	work.headspace.com/ verramobility/member-enroll
Commuter Benefits WEX	866-451-3399	wexinc.com
Identity Theft Allstate Identity Protection Pro	800-789-2720	allstateidentityprotection.com
401(k) Retirement Savings Plan Empower Retirement	800-338-4015	empowermyretirement.com
Pet Insurance Nationwide	877-738-7874	petinsurance.com/verramobility

This summary of benefits is not intended to be a complete description of the terms of Verra Mobility’s insurance benefit plans. Please refer to the plan document(s) for a complete description. Each plan is governed in all respects by the terms of its legal plan document, rather than by this or any other summary of the insurance benefits provided by the plan. In the event of any conflict between a summary of the plan and the official document, the official document will prevail. Although Verra Mobility maintains its benefit plans on an ongoing basis, Verra Mobility reserves the right to terminate or amend each plan, in its entirety or in any part at any time

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