

2026 Benefits Snapshot

At UNOS, saving lives isn't just a mission – it's powered by research, technology, innovation, and education every single day. That's why our Health/Wellbeing, Financial, and Work/Life benefits are designed to support you and your family, so you can do the work that helps make our life-saving impact possible.



Health & Wellbeing



Medical, Vision & Prescription Drug

3

Anthem HealthKeepers plans for Virginia residents

2

Anthem HealthKeepers plans for non-Virginia residents

All plans include basic vision coverage, prescription drug coverage, free preventive care, and access to telehealth



Dental

2

Cigna Dental Care plans



Vision

1

VSP plan



Healthcare Spending & Savings Accounts

4

HealthEquity plans

- Healthcare Flexible Spending Account (HCFSAs)
- Dependent Care FSA (DCFSAs)
- Health Savings Account (HSA) (plus a UNOS contribution)
- Limited Purpose FSA (LPFSA)

Financial



Retirement

50

cents from UNOS for every dollar you contribute to your 401(k), up to 6% of your eligible pay

Your contributions are 100% vested from your start date; UNOS contributions are subject to a graded 6-year vesting schedule



Discounts

5+

discount programs with brands including Dell, Verizon, and more



Life, AD&D, Disability

company-paid and automatic Basic Life, Disability, and AD&D insurance

Voluntary coverage options available



Supplemental Medical Insurance

3

Hartford plans

Accident, Critical Illness, and Hospital Indemnity insurance

Work/Life



Time Off

96

hours of paid time off

81

hours of paid sick time

4

floating holidays

8

company holidays

+

Leaves of Absence including Parental, Bereavement, and Medical Leaves



Wellness Programs

2

Employee Assistance Programs

Free, confidential counseling for you and your household members, plus 24/7/365 guidance



Richmond Location Perks

Free

onsite fitness center

Free

onsite parking

Other Programs

Legal Support

Identity Theft & Monitoring

Personal Health Advocacy

Well-being Support & Navigation

Diabetes Prevention

Fertility & Maternity Support

Tuition Reimbursement