



The Osaka Gas USA total rewards package is designed to be competitive and meet the needs of employees, including the following:

- ✓ Competitive compensation and annual performance-based incentives
- ✓ Hybrid Work Schedule
- ✓ Medical, Dental, and Vision for employees and dependents
- ✓ 401k/Roth with a generous company match
- ✓ Flexible Spending Account & Dependent Care FSA
- ✓ 15 Paid Holidays
- ✓ Paid Time Off
- ✓ Life/AD&D/Short- & Long-Term Disability Plans
- ✓ Paid Parental Leave
- ✓ Professional Development
- ✓ Tuition Reimbursement
- ✓ Commuter Benefits
- ✓ Fitness Reimbursement
- ✓ Employee Recognition
- ✓ Thank You Culture