



# 2023-2024 Benefits Summary

## Coverage Tiers

- Employee Only
- Employee + Spouse
- Employee + Child(ren)
- Employee + Family

## Paid Time Off (PTO)

Vacation, Sick, and Personal Leave.

Less than 4 years → 16 Days

5 - 9 Years → 21 Days

10+ Years → 26 Days

## Company Observed

### Holidays

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day
- Day After Christmas

## Health Insurance

- Administered through BCBS.
- Inline pays 70% of monthly premiums.
- Teladoc.
- 2 plan options to choose from:
  - PPO High, PPO Low.

## Flexible Spending Account (FSA)

- Administered through Flores.
- Contribute up to \$3,050.00.

## Dental Insurance

- Administered through BCBS.
- Inline pays 70% of monthly premiums.
- 2 plan options to choose from:
  - Dental High, Dental Low.

## Short & Long-Term Disability

- Administered through Mutual of Omaha.
- Inline pays 50% of monthly premium.
- Employee pays remaining 50% of monthly premium.

## 401(k) Plan

- Administered through Fidelity.
- Employer match is dollar for dollar on the first 3% of employee's salary.
- \$0.50 on the dollar for the next 2% of employee's salary.
- Safe Harbor Plan.

## Hospital Indemnity

- Administered through Mutual of Omaha.
- Voluntary Benefit (Employee Paid).

## Accident Insurance

- Administered through Mutual of Omaha.
- Voluntary Benefit (Employee Paid).

## Vision Insurance

- Administered through VSP.
- Voluntary Benefit (Employee Paid).

## Life Insurance

- Administered through Mutual of Omaha.
- Company paid benefit of \$50,000.00.
- Voluntary life is available to a max of 5 times salary or \$300,000.

## Education Reimbursement

- \$5,000 per fiscal year toward tuition or student loan repayment.

## Employee Assistance Program (EAP)

- Administered through Mutual of Omaha.
- 3 free in-person counselling sessions.
- Unlimited phone consultations 24/7.
- 800-316-2796

## ESOP (Employee Stock Option Plan)

- Employees can participate after 1 year of employment & 1,000 hours worked.
- 401(k) match purchases additional shares.

