

<b>Health Insurance</b>	<ul style="list-style-type: none"> <li>➤ Eligible the 1<sup>st</sup> of the month following 30 days of employment. (Ex: start date January 15<sup>th</sup> - eligible March 1<sup>st</sup>.)</li> <li>➤ Voluntary employee plan</li> <li>➤ Low deductible and high deductible plan options available through Anthem</li> </ul>
<b>Paid Personal Time Off (PTO)</b>	<ul style="list-style-type: none"> <li>➤ PTO will be approved as schedule permits</li> <li>➤ Equivalent to two average work weeks annually</li> <li>➤ Caps at annual max (example: non-exempt new employee would max out at 80 hours)</li> <li>➤ Accrues with every hour paid</li> </ul>
<b>Paid Holidays</b>	<ul style="list-style-type: none"> <li>➤ Eligible the 1<sup>st</sup> of the month following 30 days of employment for 6 paid holidays</li> <li>➤ Part-time employees are compensated 4 hours for each recognized holiday</li> <li>➤ These holidays are paid for part time employees in addition to your PTO accrual</li> <li>➤ Floating Holidays: Part-time employees are compensated up to 6 hours total for floating holidays. Floating Holiday hours given every January 1<sup>st</sup>.</li> </ul>
<b>Traditional 401(k) – (Pretax deduction) <i>And / or</i> Roth 401(k) - (After tax deduction)</b>	<ul style="list-style-type: none"> <li>➤ Must be 21 years of age</li> <li>➤ Must be hired at 20 hours a week or more</li> <li>➤ Able to participate the 1<sup>st</sup> day of the month following 90 days of employment</li> <li>➤ Immediately vested</li> <li>➤ Immediate Rollover available</li> </ul>
<b>3% Employer Safe Harbor Contribution</b>	<ul style="list-style-type: none"> <li>➤ Must be 21 years of age</li> <li>➤ Guaranteed company contribution of 3% of annual salary</li> <li>➤ Immediately vested</li> </ul>
<b>Profit sharing</b>	<ul style="list-style-type: none"> <li>➤ Must be 21 years of age</li> <li>➤ Must have 1 year of service</li> <li>➤ Must have 1000 service hours in first year or subsequent calendar year(s)</li> <li>➤ Amount of contribution is at company discretion and subject to change on an annual basis</li> <li>➤ Subject to 6 year vesting schedule</li> </ul>
<b>Flexible Spending Accounts</b>	<ul style="list-style-type: none"> <li>➤ Eligible 1<sup>st</sup> of the month following 30 days of employment</li> <li>➤ Standard Healthcare FSA</li> <li>➤ Dependent Care FSA</li> <li>➤ Limited Healthcare FSA for Dental and Vision expenses <small>(only available if you enroll in the high deductible health plan)</small></li> </ul>
<b>Voluntary Life Insurance</b>	<ul style="list-style-type: none"> <li>➤ Access to Voluntary Life Insurance (VL)*. Premiums are at the expense of the employee.</li> <li>➤ Eligible 1<sup>st</sup> of the month following 30 days of employment. Carrier is Sun Life. <small>*For VL - guaranteed issue is <u>only</u> available at time of hire. Pre-existing conditions apply. Employees may apply for VL after date of hire, however an Evidence of Insurability needs to be completed and the application will be subject to underwriting guidelines set by Sun Life.</small></li> </ul>
<b>Employee Discounts</b>	<ul style="list-style-type: none"> <li>➤ Cosmetic fillers and Botox – 10% off</li> <li>➤ 50% off all other cosmetic procedures</li> <li>➤ 15% discount on all medical treatment or procedures</li> <li>➤ 25% off skin care and cosmetic products</li> </ul>
<b>Vision Insurance</b>	<ul style="list-style-type: none"> <li>➤ Eligible the 1<sup>st</sup> of the month following 30 days of employment</li> <li>➤ Voluntary employee plan, that offers coverage for eye exams, glasses <i>or</i> contacts for each enrolled family member through DeltaVision (EyeMed Network)</li> </ul>
<b>Dental Insurance</b>	<ul style="list-style-type: none"> <li>➤ Eligible the 1<sup>st</sup> of the month following 30 days of employment</li> <li>➤ Voluntary employee plan that offers up to \$1000 of annual coverage for each enrolled family member through Delta Dental</li> </ul>
<b>Employee Assistance Program</b>	<ul style="list-style-type: none"> <li>➤ Eligible immediately</li> <li>➤ Professional, confidential consultation, 24 hours a day via phone for employees and their eligible dependents.</li> </ul>