



BENEFITS OVERVIEW

BENEFIT	*BENEFIT CLASS						WHO PAYS		ELIGIBILITY		SUMMARY
	FT	7	PT1	PT2	PT3	C	EE	DTC	Date of Hire	1st of the Month Following 30 Days	
401(k)/Profit Sharing Plan	✓	✓	✓	✓	✓	✓	✓	✓		✓**	<ul style="list-style-type: none"> 401(k): Eligible the first of the month following 30 days of employment. 100 percent match on the first five percent contributed by an employee. No vesting schedule. **Profit Sharing: Eligible the first of the month following two years of employment. Three percent discretionary contribution into employee's 401(k) account. No vesting schedule.
Health Insurance	✓	✓	✓	✓			✓	✓		✓	Choose between a traditional or high-deductible plan. Health-savings account option available with high-deductible plan.
Dental Insurance	✓	✓	✓	✓			✓	✓		✓	Broad dental plan covering preventative, basic, major, and orthodontic services.
Vision Insurance	✓	✓	✓	✓			✓			✓	Vision insurance available for purchase.
Flexible Spending Accounts	✓	✓	✓				✓			✓	Healthcare and dependent care accounts allowing for tax-free reimbursement of eligible expenses.
Short-Term Disability Insurance	✓	✓	✓	✓			✓	✓		✓	<ul style="list-style-type: none"> Provides income replacement in the event of a short-term illness or disability. FT, 7, PT1 eligible for employer-paid insurance. PT2 eligible for employee-paid insurance.
Long-Term Disability	✓	✓	✓					✓		✓	Provides income replacement in the event of a long-term illness or disability.
Life/Accidental Death & Dismemberment Insurance	✓	✓	✓	✓			✓	✓		✓	<ul style="list-style-type: none"> FT, 7, PT1 eligible for employer-paid and employee-paid insurance. PT2 eligible to purchase employee-paid insurance.

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	FT	7	PT1	PT2	PT3	C	EE	DTC	Date of Hire	1st of the Month Following 30 Days	
Dependent Life Insurance	✓	✓	✓				✓			✓	Spousal and child life insurances available at group rates.
Accident Insurance	✓	✓	✓	✓			✓			✓	Provides coverage in the event of an accident.
Critical Illness Insurance	✓	✓	✓	✓			✓			✓	Benefit and lump-sum payments for specific diseases and illnesses.
Veterinary Pet Insurance	✓	✓	✓	✓	✓		✓			✓	Provides insurance coverage for pets.
Paid Time Off (PTO)	✓	✓	✓	✓	✓			✓	✓		<ul style="list-style-type: none"> ▪ FT, PT1, PT2, PT3: Accrues based on hours worked. ▪ 7: 40-hour allotment per year.
Holidays	✓	✓	✓	✓	✓			✓	✓		<ul style="list-style-type: none"> ▪ Seven holidays provided each year. ▪ Holiday pay based on FTE.

***Benefit Classes**

- FT = Full Time, ≥ 72 hours per pay period
- 7 = 7/70, three, 10-hour days in one week of a pay period & four, 10-hour days in the other week of a pay period
- PT-1 = Part-Time Level 1, 71-60 hours per pay period
- PT-2 = Part-Time Level 2, 59-40 hours per pay period
- PT-3 = Part-Time Level 3, <40 hours per pay period
- C = Casual, occasional staffing as needed

The information presented here is for informational purposes only. If there are any differences between this information and the Plan Document or Company Policy, the Plan Document or Company Policy will govern in all circumstances. The employer reserves the right to modify benefit offerings and policies at any time.