

Summary of Employee Benefits

- **Medical Insurance**
Three Choices - Aetna Premium PPO, Preferred PPO, Select EPO

- **Dental Insurance**
Cigna – Premium PPO, Preferred PPO

- **Vision Plan**
VSP PPO

- **Basic Term Life & AD&D Insurance**
Company Paid - 2 x salary up to \$750,000

- **Voluntary Life Insurance**
1-5 x salary up to \$1,500,000, Dependent Life, AD&D

- **Short-Term Disability**
Company Paid - 60% of weekly earnings

- **Long-Term Disability Insurance**
Company Paid - Core Plan-50% of monthly earnings

- **401(k) Plan and Pension Plan**
Company Match \$.50 on the \$1.00 up to 8%
Fully vested after 4 years, 25% per year

- **Flexible Work Schedule**

- **Tuition Reimbursement up to 100%**

- **Flexible Spending Plan - Health Care and Dependent Care Accounts**

- **12 Days of Holiday Pay**

- **Weekly Accrual of PTO (Personal Time Off) starting at 3 weeks**