



# SUMMARY OF BENEFITS

BENEFIT	DESCRIPTION OF BENEFIT
Medical Plans	<ul style="list-style-type: none"> <li>&gt;&gt; Company pays a significant portion of employee's premium contributions.</li> <li>&gt;&gt; Coverage begins on the 1st day of the month, following an employee's hire date.</li> <li>&gt;&gt; Optional dependent coverage is available for spouse, family, and domestic partner.</li> </ul>
Dental Plan	<ul style="list-style-type: none"> <li>&gt;&gt; Company pays a significant portion of employee's premium contributions.</li> <li>&gt;&gt; Provides coverage for preventive, basic and major dental expenses.</li> <li>&gt;&gt; Plan allows participants to select their own dental provider.</li> </ul>
Vision Plan	<ul style="list-style-type: none"> <li>&gt;&gt; Company pays a significant portion of employee's premium contributions.</li> <li>&gt;&gt; Plan provides coverage for exams and \$175.00 towards vision wear.</li> </ul>
Flexible Spending Plan	<ul style="list-style-type: none"> <li>&gt;&gt; Plan allows employees to use pre-tax dollars to buy dependent care and medical, dental, vision or other IRS eligible health services.</li> </ul>
401(k) Plan	<ul style="list-style-type: none"> <li>&gt;&gt; Employees may contribute tax deferred funds via the 401(k) retirement plan.</li> <li>&gt;&gt; Eligibility for participation begins the first day of the quarter, following an employee's hire date.</li> </ul>
PTO	<ul style="list-style-type: none"> <li>&gt;&gt; A self-managed program of personal time off (PTO) that combines traditional holidays, vacation, and sick time into one balance.</li> <li>&gt;&gt; Accruals begin immediately upon date of hire.</li> <li>&gt;&gt; Accrued bi-weekly at a rate based on length of service.</li> </ul>
Holidays	<ul style="list-style-type: none"> <li>&gt;&gt; Company recognizes eight paid holidays each year.</li> <li>&gt;&gt; Regular, full time employees are also eligible for two additional floating holidays each year.</li> </ul>



