

## COMPANY BENEFITS

1. Competitive salary.
2. Medical Insurance - 100% of monthly premiums paid by the Company for people and their family. No waiting periods.
3. Dental Insurance – Available with Cost Sharing. No waiting periods.
4. Voluntary Vision Plan – Get reimbursement on materials, covered exams by using a participating provider and discounts on other vision related services.
5. Flexible Spending Account – Use pre-tax money to pay for medical and dependent daycare expenses.
6. Health Advocate – Your personal health advocate to help you and your family when you need to find healthcare services, resolve claims or negotiate healthcare fees.
7. Employee Assistance Program - enhanced resource and referral service to assist you and your family in work/life balance.
8. Life Insurance –\$50,000 life and AD&D policy.
9. Voluntary Life Insurance - options include term life, whole life and universal life insurance policies.
10. Short-term Disability - with 14-day elimination period, covers 60% of weekly earnings up to \$1,000 per week; max of 24 weeks.
11. Long-term Disability – 60% of monthly salary up to \$20,000 per month (tax-free) after 24 weeks.
12. Voluntary Supplemental Disability Income Insurance – Long and Short term disability options available.
13. Voluntary Long-Term Care - various options available.
14. Profit Sharing Plan - up to 5% of annual compensation to a maximum of \$42,000 per year - vested over 5 years at 20% per year.
15. 401(k) Plan – This is an optional benefit with no waiting periods. A self-direct option is also available.
16. Discretionary Performance Bonus - all people are considered for a cash bonus each year - varies based on position, length of service, salary and individual and Company performance. .
17. Vacation - minimum of two weeks' vacation (up to six weeks after 30 years).
18. Personal Days - two per calendar year.
19. Sick Days - six per year - accumulate up to a maximum 18 available in a given year.
20. Membership at Slainte Fitness center – located at our office – reimbursed by insurance.
21. Wellness Programs - Slainte Fitness and Independence Blue Cross Worksite Wellness provides a vast array of wellness seminars and health screenings, onsite flu shots by Healthy Solutions.
22. Insurance, Claims, Technology self-study programs paid at 100% for study materials, ½ day study time, exams, plus additional monetary incentives for completing insurance, claims, and technology designations and certifications.
23. Personal Development courses - free as offered on the current Training Plan Schedule for People's College.
24. Company internal job posting program provides people opportunity to post for available positions based on qualifications.
25. Community events: golf team, basketball team, corporate challenge run, Bring Your Child to Work Day, Company Holiday party, Children's Holiday party, Kid's Camp, two holiday receptions, softball team, soccer team, prayer group, Leadership Outreach, and more.
26. FREE LUNCH each day and complimentary coffee/tea service.
27. Business Casual dress year round & forty hour standard work week.
28. Smoke-free campus for all employees and visitors.