

BENEFIT	PROVIDER	DESCRIPTION	CONTRIBUTION
Medical Insurance Prescription Insurance	UHC	2 plan options	Employee & Company Paid
Dental Insurance	MetLife	2 plan options	Employee & Company Paid
Vision Insurance	EyeMed		Employee Paid
Section 125 Flexible Spending	Beneflex	Medical Flexible Spending Account Dependent Care Flexible Spending Account Health Savings Account Health Reimbursement Account	Employee Funded Employee Funded Employee & Company Funded Employee & Company Funded
Time Off	ACERTUS	Employees accrue 10 PTO days (accrued bi-weekly) and 6 sick days (accrued bi-weekly)	Company Paid
Holidays	ACERTUS	7 holidays - Day before/after Thanksgiving rotates yearly, for some services lines	Company Paid
401K Plan	Fidelity	May contribute 1% to 100% of bi-weekly earnings on a pre-tax basis up to the annual maximum - Employee contributions are 100% vested - Eligible after 60 days of employment	Employee Paid
401K Match	Fidelity	100% of first 3% of contribution and 50% of next 2% - Eligible after 60 days of employment	Company Match
Tuition Reimbursement	ACERTUS	Reimbursement up to \$3600 per calendar year - Reimbursement dependent upon class grade	Company Reimbursement

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Referral Bonus	ACERTUS	Bonus to employee who refers candidates that are hired <ul style="list-style-type: none"> - Admin employees: \$500 after 90 days of employment - Local drivers: \$50 at start of employment, \$100 after 90 days - Applicant must list referral name on application 	Company Paid
Fun Employee Events	ACERTUS	Lunches, celebrations, events and more!	Company Paid
Casual Dress Code	ACERTUS	Jeans and tees ok, every day!	Company Sponsored
Paid Maternity/ Paternity Leave	ACERTUS	Paid leave associated with the birth/adoption/ placement of a child <ul style="list-style-type: none"> - Less than one year of service – 40% of salary for 4 weeks - Over one year of service – 60% of salary for 4 weeks 	Company Paid
Basic Life Insurance	United HealthCare	1x annual salary up to maximum of \$250,000	Company Paid
AD&D	United HealthCare	100% of basic life benefit	Company Paid
Voluntary Life	United HealthCare	Guaranteed Issue of \$250,000	Employee Paid
Long Term Disability	United HealthCare	60% of income following 180-day elimination period	Employee Paid
Employee Assistance Program	United HealthCare	24/7 confidential service that provides assessment, counseling, resources and referrals for a variety of issues, including child/elder care	Company Paid

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	Lighthouse	Confidential reporting hotline—anonymous reporting program for employee ethics and management concerns	Company Sponsored
Pet Insurance	ASPCA	Group rates on pet health insurance including medical problems and conditions related to accidents and illnesses	Employee Paid
Short Term Disability Insurance	Mutual of Omaha	Designed to help you cover deductible gaps and daily living expenses with a cash benefit for unexpected injuries	Employee Paid
Critical Illness	Mutual of Omaha	Lump sum payments for covered illnesses	Employee Paid
Will Preparedness	United HealthCare	Discounts on Will Planning	Company Paid
Travel Assistance	United HealthCare	Traveling 100+ miles or more from home	Company Paid