



# ACERTUS<sup>®</sup>

# EMPLOYEE BENEFITS

All full time ACERTUS employees are eligible for benefits starting the 1st of the month following date of hire. You have 30 days to enroll in benefits.

BENEFIT	PROVIDER	DESCRIPTION	CONTRIBUTION
Medical Insurance	CIGNA	2 plan options - HDHP and PPO Plans	Employee & Company Paid
Dental Insurance	CIGNA	2 plan options - High and Low Plans	Employee & Company Paid
Vision Insurance	CIGNA		Employee Paid
Section 125 Flexible Spending	WEX	Healthcare Flexible Spending Account (FSA) Dependent Care Flexible Spending Account (FSA) Health Savings Account (HSA) Health Reimbursement Account (HRA)	Employee Funded Employee Funded Employee & Company Funded Employee & Company Funded
Time Off	ACERTUS	<u>Standard PTO</u> : Non-exempt/hourly employees accrue 11 PTO days (accrued bi-weekly) and 6 sick days (accrued bi-weekly) <u>Flexible PTO</u> : Exempt/salaried employees are eligible to participate in flexible, non-accrual plan	Company Paid
Holidays	ACERTUS	8 paid holidays (one floating holiday per year) - Day before/after Thanksgiving rotates yearly, for some services lines	Company Paid
401(k) Plan	Fidelity	401(k) and Roth 401(k) Plan Options -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
401(k) Match	Fidelity	- 100% of first 3% of contribution and 50% of next 2%	Company Match
Tuition Reimbursement	ACERTUS	Reimbursement up to \$3600 per calendar year - Reimbursement dependent upon class grade	Company Reimbursement

BENEFIT	PROVIDER	DESCRIPTION	CONTRIBUTION
Referral Bonus	ACERTUS	Bonus to employee who refers candidates that are hired <ul style="list-style-type: none"> <li>- Admin employees: \$500 after 90 days of employment</li> <li>- Local drivers: \$50 at start of employment, \$100 after 90 days</li> <li>- Applicant must list referral name on application</li> </ul>	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"> <li>- Less than one year of service – 50% of salary for 6 weeks</li> <li>- After one year of service – 70% of salary for 8 weeks</li> </ul>	Company Paid
Basic Life Insurance & AD&D	ANTHEM	1x annual salary up to maximum of \$250,000	Company Paid
Voluntary Life & AD&D	ANTHEM	Eligible to purchase additional voluntary life insurance and AD&D insurance in increments of \$10,000 up to a maximum of 5 times your basic annual earnings, not to exceed \$300,000.	Employee Paid
Long Term Disability	ANTHEM	60% of income following 180-day elimination period	Company Paid
Short Term Disability (STD)	ANTHEM	60% of income up to a maximum of \$1,500 per week for up to 25 weeks	Employee Paid

<b>BENEFIT</b>	<b>PROVIDER</b>	<b>DESCRIPTION</b>	<b>CONTRIBUTION</b>
Accident Insurance	Voya	Cash support for out-of-pocket expenses after an injury	Employee Paid
Critical Illness Insurance	Voya	Up to \$20,000 in guaranteed issue coverage	Employee Paid
Hospital Indemnity Insurance	Voya	Provides financial assistance for an event that results in hospital confinement to supplement coverage	Employee Paid
Employee Assistance Program	ANTHEM	Personal support when emotional, financial and legal help is needed - three visits per incident and unlimited virtual visits.	Company Paid
Travel Assistance	ANTHEM	Traveling 100+ miles or more from home	Company Paid
Will Preparedness	ANTHEM	Discounts on Will Planning	Company Paid
Pet Insurance	ASPCA	Group rates on pet health insurance including medical problems and conditions related to accidents and illnesses	Employee Paid
Active&Fit	Active&Fit	Access to thousands of fitness centers and digital workouts videos to at home or on the go	Employee Paid
Reporting Hotline	Lighthouse	Confidential reporting hotline—anonymous reporting program for employee ethics and management concerns	Company Paid