



2026 BENEFITS-AT-A-GLANCE

The Company offers a comprehensive and flexible benefits program that enables you to create a personalized package for you and your family. Below is a brief overview of the benefit plans and other employee resources that are available as an employee of the Company.

Who's Eligible?

Full-time employees working at least 30 hours a week are eligible to participate in the Company benefits program. All benefits except the Company-paid short-term disability (STD) become effective the first of the month after 30 days from your date of hire. Company-paid STD becomes effective on the 1st of the month after 6 months from your date of hire. You may also choose to cover your legally married spouse and dependent children under age 26 if they meet all eligibility requirements.

Health Coverage

Medical/Rx – Two BCBS Plans to choose from, no referral is required for specialty care with either plan. Employees have the option of a PPO or a CDHP Plan. The Company currently provides an HSA employer contribution for those enrolled in the CDHP Plan. Prescription drug coverage through CVS Caremark is included with each plan option.

Additional health benefits include:

- Teladoc
- Wellness Program
- Blue365 Discounts

Dental – Dental coverage is provided through MetLife and covers in and out-of-network services including cleanings, oral exams, and orthodontia.

Vision – Vision Care plan through VSP with a national network and in and out-of-network benefits for eye exams, eyewear and contact lens.

Tax-Advantaged Accounts

Flexible Spending Accounts – Choose from two different unique ways to save money using pre-tax dollars for health care and dependent care.

- Health Care FSA
- Dependent Care FSA

Health Savings Account (HSA) – The CDHP plan comes with a Health Savings Account that allows employees to contribute pre-tax dollars to pay for qualified health care expenses. The Company contributes \$500 annually which is prorated for mid-year elections.

Income Protection

Disability Insurance – The Company provides eligible employees short-term and long-term disability coverage. This Company-paid benefit provides a source of income replacement to keep part of your paycheck coming if you cannot work because of illness or injury.

Basic Life/AD&D Insurance – A Company-paid benefit of three times annual salary with a maximum of \$500,000.

Voluntary Life/AD&D Insurance – Employees have the option to purchase, at reduced group rates, voluntary life and/or AD&D insurance for yourself, spouse, and dependent children. Guaranteed issue amounts are available to new hires with no medical questions required.

Retirement Plan

401(k) Retirement Account – Employees are eligible to contribute up to 60% of annual pay. Pre-tax and Roth contributions are allowed. The Company will match fifty cents for every dollar you contribute. The Company also contributes a minimum amount equal to 4 percent of annual eligible pay to all plan-eligible participants employed on December 31 of each year. Employees are 100% vested in all contributions.

Employee Assistance Program (EAP) – The Company-paid EAP provides assistance to employees and immediate family members experiencing personal problems including:

- Stress/emotional issues
- Alcohol and drug dependency
- Grief counseling
- Legal and financial support
- Identity theft protection

Legal Plan – Employees have the option to purchase a legal plan designed to give access to affordable, comprehensive legal and related professional services on an ongoing basis. The plan is available to employees through payroll deduction and provides telephone and office consultations for an unlimited number of matters with an attorney of your choice.

Additional Benefits Offered

- Critical Illness
- Hospital Indemnity
- Accident Insurance
- Earned Wage Access through Daily Pay
- Paid Vacation and Holidays
- Sick, Bereavement and Parental Leave
- Adoption Assistance
- Tuition Assistance Program
- Continuing Education Opportunities
- Home and Auto Insurance
- Pet Insurance
- Travel Connect

