

# ALL WEB LEADS – FT/HOURLY BENEFITS SUMMARY

## **Retirement Savings Benefits (current as of 6/1/19):**

### **401(k) Plan: Before-Tax & Roth 401(k):**

- Eligible 1<sup>st</sup> of the month after 60 days (full month) / Automatically enrolled at 6% on eligibility date if no action taken
- 2019: Pre-Tax 401k Catch-up Limit - \$25,000.00 / Pre-Tax 401k Contribution Limit: \$19,000.00
- Company matches 100% @ 1% and 50% @ 2% - 6% (6% is the max at 3.5%)
- 2019: Match based off all earnings up to \$280K
- True-Up conducted at the end of every year to confirm company match
- 2-year vesting schedule (QACA) for company match portion

<u>EE Contribution</u>	<u>Company Match</u>
1%	1%
2%	1.5%
3%	2%
4%	2.5%
5%	3%
6%	3.5%
> 6%	3.5%

## **Health & Welfare Benefits (current as of 6/1/19):**

### **Medical/Vision/Dental/Life/STD/LTD/FSA: June 1, 2019 to May 31, 2020**

- Eligible 1<sup>st</sup> of the month after hire
- Medical/Vision/Dental/Life/STD/LTD + Voluntary Benefits
- Domestic Partner Benefits available (same as spousal benefits)
- These benefits, costs, and providers are subject to change annually during the company's open enrollment window

<u>Health:</u> United Healthcare	300/80%, 4000/80% or 2700/HSA
<u>Dental:</u> Guardian	Value South or NAP
<u>Vision:</u> VSP – Choice Vision Plan	
<u>Life:</u> Basic \$35,000	
	(Option for Employee to pay for more)
<u>STD:</u> 60% coverage	
<u>LTD:</u> 60% coverage	
<u>FSA:</u> Medical Reimbursement up to \$2,700.00	
<u>HSA:</u> Self-only \$3,500.00 / Family \$7,000.00	

### **Paid Time Off:**

- 80 hours for 0-2 year of service as FT/Hourly
- 120 hours for 2-4 years of service as FT/Hourly
- 160 hours for 4+ years of service as FT/Hourly

No roll over or payout, must be used in calendar year

### **9 Paid Holidays:**

New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving, Day after Thanksgiving, Christmas Eve, Christmas Day