

SMALL COMPANY VIBE, LARGE COMPANY STABILITY



401(k): 10% Company Contribution*

- 3% bi-monthly and 7% discretionary profit share of base salary; **NO MATCH REQUIRED**
- Additional Roth 401(k) account available
- Fidelity 401(k) retirement plan

Paid Time Off (33 days!)

- 20 Days PTO
- 10 Paid Federal Holidays
- 2 Floating Holidays
- Paid Golf Tournament Day

Life, ADD & Disability Insurance

- Life:** up to \$300,000 coverage per year
- Short Term Disability:** coverage of 60% of salary, up to 11 weeks
- Long Term Disability:** coverage of 60% of monthly salary after 90 days

Medical Benefits: (Lowest Premiums!)

- Health Insurance:** 80% Company Paid Premiums (UnitedHealthcare)
- Dental Insurance:** 100% Company Paid Premium (United Concordia)
- Vision Insurance:** 100% Company Paid Premium (Superior Vision)

Medical Expense Reimbursement

- Health Reimbursement Account (HRA):** 100% COMPANY FUNDED DEDUCTIBLE (potential value up to \$6,000 / year depending on plan) via HRA
- Or Health Savings Account (HSA):** Employees may contribute up to \$3,500 (single) / \$7,000 (family)
 - Employees over 55 can contribute an additional \$1,000

Additional Benefits:

- Company Outings:** Golf Tournament, Happy Hours, Holiday Party, Summer Fun Day, and more!
- Tuition Reimbursement:** up to \$5,250 / year
- 10 Year Anniversary Bonus
- Performance Bonuses
- Pet Assure Veterinary Discount Program
- PETplus:** Pet Product and Prescription Wholesale Pricing Club
- Referral Bonuses
- Tickets at Work Entertainment and Travel Discount Program

