



## **Benefits Overview**

**Health Insurance** - United Healthcare POS Plan, 100% company paid for employee

**Dental Insurance** - Dental Guard Preferred Network Plan, voluntary plan, paid by employee

**Vision Insurance** – VisionGuard / Vision Service Plan, voluntary plan, paid by employee

**Life, AD&D, LTD** - Guardian Life Insurance Company, voluntary plan, paid by employee

- \$25,000 Voluntary Term Life Insurance
- \$75,000 Voluntary AD&D Insurance
- \$1,500 per Month Disability Income Insurance (max. of 66-2/3 of salary)

**401(k) Plan** - All fulltime and parttime employees are eligible to participate through semi-monthly payroll deduction after 90 days of employment is completed. Enrollment dates are Jan 1, April 1, July 1, Oct 1. Company match is discretionary.

**Holiday Pay** - 6 paid holidays each year.

- New Years Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving
- Christmas

**Sick Days** – 4 days per calendar year.

**Personal Days** – 2 days per calendar year.

**Vacation Pay** - Up to 10 days per year. Based on calendar year and month of hire.

**Direct Deposit** - semi-monthly payroll can be deposited directly to employee's bank account.

### **Additional Benefits You Will Receive at SN:**

- Bereavement Leave
- Family Medical Leave
- Jury Duty Leave
- Military Leave
- Time off to Vote

Note: Some benefits are subject to a 90 day probationary period.