



Benefits Summary 2022

Benefits	Benefits Description	Eligibility
Medical	Kaiser Permanente: HMO and PPO Anthem Blue Cross: HMO and PPO	1 st day of the month, after 30 days of employment.
Dental	Principal	1 st day of the month, after 30 days of employment.
Vision	Principal: VSP	1 st day of the month, after 30 days of employment.
Long Term Disability	Principal	1 st day of the month, after 30 days of employment.
Accidental Death & Dismemberment (AD&D)	Principal	1 st day of the month, after 30 days of employment.
Life Insurance	Principal	1x salary amount, minimum of \$50k with a max of \$150k.
Vacation	0-36 months: 80 hours/10 days, cap of 140 hours 36-60 months: 120 hours/15 days, cap of 210 hours 60+ months: 160 hours/20 days, cap of 280	After 6 months of service
Sick Leave	6 days	60 day waiting period
Holidays	11 days	Immediately
Jury Duty	5 paid days	Immediately

Bereavement	3 paid days	Immediately
401k	Company matches up to 4%	90 day waiting period
AFLAC	Supplemental Insurance: Cancer Accident Short-Term Disability Life Insurance	60 day waiting period
LegalShield	LegalShield: Legal Services IDShield: Identity Theft Services	60 day waiting period