



REWARD PACKAGE

Insurance

- Health Insurance ~ Network Health*
 - Three options
 - Coverage begins on first of the month following 90 days of employment
- Flexible Spending Account (FSA) – Wholly employee contribution
 - Tax-favored account used to pay for medical/dental/vision expenses not covered by insurance and/or dependent supervision
 - Eligible to contribute first of the month following 90 days of employment
- Health Savings Account (HSA) ~ Only with HDHP – Wholly employee contribution
 - Tax-favored account used to pay for medical/dental/vision expenses not covered by insurance and/or dependent supervision
 - Maximum contribution is \$3,050 per plan year for a single and \$6,150 for family
 - Eligible to contribute first of the month following 90 days of employment
- Dental Insurance ~ Delta Dental*
 - Coverage begins on first of the month following 90 days of employment
- Vision Insurance ~ VIPA Vision
 - Coverage begins on first of the month following 90 days of employment
- Life Insurance ~ Hartford*
 - Coverage begins on first of the month following 90 days of employment
- Disability (Short- and Long-Term) Insurance*
 - Benefit is 60% of normal wage (based on a 40-hour work week)
 - Short-term benefits start on day 15 of disability
 - Long-term benefits start after 90 calendar days of disability
 - Coverage begins on first of the month following 90 days of employment
- Ancillary Lines – All State
 - Accident
 - Cancer
 - Critical Illness
 - Hospital
 - Coverage begins on first of the month following 90 days of employment

Compensation

- Wages
 - Employees are paid competitive based on market and skill level
 - Discretionary raises are given based on performance of employee and available dollars
 - Wages are reviewed and adjusted regularly for inflation
- Profit Sharing
- 401(k) (Pre-tax or Roth)
 - Enrollment open to employment the next April or October after one year of service

Time Off

- Personal Days
 - Two personal days are provided after 90 days
 - Can be used for any reason the employee chooses to use them
- Vacation
 - Amount depends on experience and service time with A to Z Machine Co.
- 8 Paid Holidays

Development

- Performance Reviews
 - Conducted twice per year with regular coaching and feedback throughout the year
- Career Development
 - Incorporated into performance review
 - Employee driven

* Company pays a portion of the premiums. Exact percentage is different depending on the benefit.