

# SPEAR® Benefit Highlights

At Spear, we wouldn't be successful without our employees. In addition to competitive salaries and a great working environment, we're pleased to offer a robust benefits package.

## MEDICAL

### Blue Cross Blue Shield PPO and HSA Plan Options

Alliance HSA	Monthly Employee Cost
Employee Only	\$54
Employee + Spouse	\$162
Employee + Children	\$122
Employee + Family	\$202

### BCBS PPO HSA

Employee Only	\$80
Employee + Spouse	\$294
Employee + Children	\$224
Employee + Family	\$368

### BCBS PPO

Employee Only	\$180
Employee + Spouse	\$506
Employee + Children	\$400
Employee + Family	\$662

## PAID TIME OFF ACCRUAL

Length of Employment	Annual PTO Accrual
0 to 24 months	10 vacation days
25 to 47 months	15 vacation days
48 months	20 vacation days

## ADDITIONAL BENEFITS

- ▶ Company-paid Life, AD&D and LTD
- ▶ Flexible spending account
- ▶ Short-term disability coverage
- ▶ Supplemental life insurance
- ▶ 401K plan with match
- ▶ Paid birthday holiday
- ▶ Company paid holidays
- ▶ Casual dress days
- ▶ Community outreach opportunities
- ▶ Employee appreciation events
- ▶ Wellness events
- ▶ Onsite fitness center
- ▶ Working with awesome people!

## DENTAL

### Delta Dental

Employee Only	\$20
Employee + Spouse	\$50
Employee + Children	\$65
Employee + Family	\$115

## VISION

### Avesis

Employee Only	\$5
Employee + Spouse	\$7
Employee + Children	\$12
Employee + Family	\$18

For more information, contact Human Resources at  
**480.738.4085**