



# Benefits Overview

## COMPREHENSIVE CARE AND WELLNESS

Our accomplishments as an organization are due to the hard work and dedication of our employees. Our benefits plan is structured to enhance the quality of life for employees and their families. The benefits package includes:

- Paid holidays
- Paid vacation
- Paid funeral leave
- Educational reimbursement for tuition and books
- 401(k) plan with company match for eligible employees (Traditional and Roth)
- HSA qualifying Medical and Vision plan offering quick tele medicine cost savings & 100% preventative coverage
- Delta Dental Plan Option
- Health savings account allows employees to set aside pre-tax money to cover eligible out-of-pocket health expenses
- Employee assistance program (EAP)
- Company-paid life insurance, with additional coverage available
- Short-term disability insurance
- Long-term disability insurance
- Section 125-flexible spending for daycare expenses
- Special service recognitions for work anniversaries
- Accident plan and critical illness policies.

## Helping You Be Well

- Company-wide wellness events, initiatives, and incentives
- On-site events like lunch-and-learns and health fairs
- Participation in local walks and runs for charitable organizations
- Local discounts and wellness reimbursements

## On-Site Nurse

### Services Are Available at Various Plant Locations

- Health coaching for lifestyle-related issues like nutrition, exercise, and smoking
- Chronic care management, such as for diabetes and blood pressure
- Information on age-appropriate screenings and tests
- First aid for injuries
- Basic ergonomic adjustments
- Immunizations such as flu and Hepatitis B

