

CORE BENEFITS:



All benefits are effective on the 1st day of the month following the first 30 days of employment.

*All Costs listed are monthly
(TM = Team Member)

MEDICAL* (Blue Cross, Blue Shield of Florida)

(with \$50/mo wellness discount)

	TM Cost				Company Cost			
	EMP	EMP+SP	EMP+CH	FAM	EMP	EMP+SP	EMP+CH	FAM
High PPO	\$1,032.94	\$2,261.81	\$2,152.25	\$3,362.52	\$633.10	\$969.35	\$922.39	\$1,441.08
Low PPO	\$471.22	\$1,163.73	\$1,067.24	\$1,930.90	\$650.72	\$991.33	\$985.14	\$1,456.64
HDHP	\$179.53	\$517.98	\$493.87	\$807.44	\$568.53	\$881.97	\$840.91	\$1,374.83
Basic	\$150.57	\$513.22	\$489.51	\$797.85	\$566.42	\$819.83	\$781.95	\$1,274.49

(\$50 increase w/o wellness discount)

	TM Cost				Company Cost			
	EMP	EMP+SP	EMP+CH	FAM	EMP	EMP+SP	EMP+CH	FAM
High PPO	\$1,082.94	\$2,311.81	\$2,202.25	\$3,412.52	\$633.10	\$969.35	\$922.39	\$1,441.08
Low PPO	\$521.22	\$1,213.73	\$1,117.24	\$1,980.90	\$650.72	\$991.33	\$985.14	\$1,456.64
HDHP	\$229.53	\$567.98	\$543.87	\$857.44	\$568.53	\$881.97	\$840.91	\$1,374.83
Basic	\$200.57	\$563.22	\$539.51	\$847.85	\$566.42	\$819.83	\$781.95	\$1,274.49

DENTAL* (Guardian Dental)

	TM Cost				Company Cost			
	EMP	EMP+SP	EMP+CH	FAM	EMP	EMP+SP	EMP+CH	FAM
Low PPO	\$20.02	\$65.50	\$55.15	\$103.74	\$10.78	\$11.56	\$9.73	\$18.30
High PPO	\$42.68	\$120.21	\$101.20	\$193.81	\$10.67	\$13.36	\$11.25	\$21.53

VISION* (EyeMed)

	TM Cost				Company Cost			
	EMP	EMP+SP	EMP+CH	FAM	EMP	EMP+SP	EMP+CH	FAM
	\$0.00	\$3.74	\$3.78	\$5.95	\$6.23	\$8.72	\$8.81	\$13.87



HSA (Health Savings Account)

Separate, outside account to be used in conjunction with the HDHP Plan only.
Company contribution of \$500 annually, paid in bi-weekly installments.
Bonus company contribution of \$500 with a newly opened HSA Account

FSA (Flexible Spending Account)

Separate, outside account to be used in conjunction with the PPO plan.

Dependent Care FSA (Flexible Spending Account)

Separate, outside account to be used for child/elderly care costs.



Company Paid Term Life Insurance

Earnings of 1x Annual Salary, max \$200,000

Company Paid AD&D

Earnings of 1x Annual Salary, max \$200,000

Voluntary Life & AD&D

Available for Team Member, Spouse, & Dependents. Limits and evidence of insurability may apply

Ancillary Benefits:



Accident Insurance

Each person covered under this plan can receive \$50 for having an annual preventative visit

Covered Persons		Monthly Premium
Employee		\$ 11.74
Employee + Spouse		\$ 20.49
Employee + Children		\$ 24.74
Family		\$ 33.49

Critical Illness Insurance

Each person covered under this plan can receive \$100 for having an annual preventative visit, including children

*Children from live birth to end of month they turn age 26 are automatically covered at no extra cost.

Age	Monthly	
	Employee	Spouse
under 25	\$ 8.12	\$ 8.12
25-29	\$ 9.32	\$ 9.32
30-34	\$ 11.52	\$ 11.52
35-39	\$ 13.92	\$ 13.92
40-44	\$ 18.32	\$ 18.32
45-49	\$ 25.32	\$ 25.32
50-54	\$ 35.52	\$ 35.52
55-59	\$ 48.52	\$ 48.52
60-64	\$ 68.92	\$ 68.92
65-69	\$ 100.52	\$ 100.52
70-74	\$ 150.52	\$ 150.52
75-79	\$ 212.12	\$ 212.12
80-84	\$ 294.92	\$ 294.92
85+	\$ 464.92	\$ 464.92

Group Hospital Insurance

Covered Persons		Monthly
Employee		\$ 7.48
Employee + Spouse		\$ 16.87
Employee + Children		\$ 10.76
Family		\$ 20.15



Covered premiums for State leave plan (WPFMLA)

Up to 90% of wage protection (short duration)

Company paid Long Term Disability

Up to 60% of wage protection (long duration)

Paid Time Off:

PTO accrual starts immediately and is available for use dependent on balance

Length of Service	Hours Accumulated (Per Week)
1-4 years	1.54
5-9 years	2.31
10+ years	3.08

80 hours of company paid holidays annually

Selected days off may vary by year

Healthy Activity Reimbursement:

Each Team Member is eligible to receive reimbursement for up to **50%** of qualifying memberships, participation fees and/or purchases related to healthy activities. Reimbursement amount is capped at \$250.

Referral Program:

Earn \$250.00 upon successful completion of the referral's first 90 days of employment.

Employee Assistance Program

Assistance for Team Member and household including; guidance, legal, financial, & wellness support



Retirement:

Company match of 50% up to the first 6% contributed
Traditional 401(k) & Roth 401(k) options

Education/Tuition Reimbursement

Up to \$2,500 per quarter/semester

Bonus(s)

Discretionary bonuses