BENEFITS AT LIFECENTER

We offer a comprehensive and competitive benefits package.

Cigna Medical
- We have three different medical plans that we offer;
  
  o Cigna High Deductible Health Plan Buy Up
    - Single deductible $3,000
    - Family Embedded deductible $6,000
    - Coinsurance 20%
  
  o Cigna High Deductible Health Plan Core
    - Single deductible $5,000
    - Family Embedded deductible $10,000
    - Coinsurance 25%
  
  o Cigna PPO
    - Copay $0 for sick visit
    - Specialist Copay $50
    - Single deductible $3,000
    - Family deductible $6,000
    - Coinsurance 20%

Delta Dental
- 100% Preventative
  - $25 single deductible, $150 family deductible
  - 90/10 Basic benefits
  - 50/50 Major Benefits
  - Annual Maximum $1,500
  - Includes Orthodontia benefits!

EyeMed Vision
- We have two vision plans that we offer;
  
  o EyeMed Core Plan
    - $130 allowance on Frames and Contact Lenses
    - $10 Copay
    - Frames every 24 months
EyeMed Enhanced Plan
- $150 allowance on Frames and Contact Lenses
- $10 Copay
- Frames every 12 months

Health Savings Account
- Through HealthEquity
- Employer contribution of $600 for single plans and $1,200 for family plans. (Contributions made in January and July). If hired after March, prorated contributions

Flexible Savings Account
- Through Custom Design Benefits
- Offer Dependent Care FSA

Reliance Life Insurance
- Employer PAID Basic life insurance and Accidental Death & Dismemberment (AD&D)
  - 2x your gross salary
- Optional Life Insurance for Employee, Spouse and Child(ren)

Short Term Disability
- Through Reliance Standard
- Employer PAID!
- 14 Day Waiting Period
- Pays 66.67% of weekly earnings
- Up to 9 Weeks of Pay

Long Term Disability
- Through Reliance Standard
- Employer PAID!
- 90 Day Waiting Period
- Pays 66.67% of weekly earnings

Additional Voluntary Plans
- We have three plans that we offer;
  - Accident
  - Critical Illness
  - Hospital Indemnity
  - All have a $100 Wellness Benefit

Wellness Program
- Save $650 on annual premium
- Tobacco Affidavit
- Preventative Care
**401(k)/Profit Sharing**
- Through Transamerica
- 401(k) Employer Match on first day!
- Match 0.5% up to 3%
- Profit Sharing contribution typically 2-3%

**Self Care**
- Employee Assistance Program
- Confidential, Employer Paid mental health services (Galia Collaborative)

**Time Off**
- Paid Parental Leave for 4 weeks
- 10 Paid Holidays
- Paid Time Off up to 18 days your first year
- Family Medical Leave
- Floating Holiday