

<b>Benefit</b>	<b>Plan</b>	<b>Eligibility</b>	<b>Effective Date</b>	<b>Details</b>
Health	Dean Health Plan	20 hours or more per week	1st of the month following 30 days of continuous employment	Company pays 75% of the premium for full time staff and 65% of premium for eligible part time staff.
Dental	Delta Dental	20 hours or more per week	1st of the month following 30 days of continuous employment	Employees pay 100% of the premium
Vision	Vision Insurance Plan of America	20 hours or more per week	1st of the month following 30 days of continuous employment	Employees pay 100% of the premium
Group Life & Accidental Death and Dismemberment	The Hartford	20 hours or more per week	1st of the month following 90 days of continuous employment	Company pays 100% of the basic life premium for eligible employees Part Time - \$20,000 Full Time - \$40,000 Managers – based on managerial benefits plan
Short Term Disability	The Hartford	20 hours or more per week	1st of the month following 1 year of continuous employment	Company pays 100% of the premium for eligible employees
Long Term Disability	The Hartford	20 hours or more per week	1st of the month following 1 year of continuous employment	Company pays 100% of the premium for eligible employees
Flexible Spending Plan	Employee Benefits Corporation	20 hours or more per week	Immediately upon employment	Dependent Care: Maximum of \$5,000/yr.  Medical Expenses: Maximum of \$4,000/yr.
Retirement Plan 403(b) Pension Plan	Nationwide	20 hours or more per week	Eligible employees immediately eligible to make salary deferrals.  Employer match: First eligible quarter following 1 year of service.	Company discretionary match of 50 cents of each \$1 on the first 8% of salary contributed by the employee (subject to change).
<b>Paid Leave</b>				
<b>Paid Time Off (PTO)</b>	<b>Eligibility</b>	<b>Details</b>		
Paid Time Off (PTO)	20 hours or more per week	Eligible employees begin accruing PTO first pay period following 30 days of continuous service.  Eligible employees will first become eligible to use accrued PTO first pay period following 90 days of employment.	Regular full-time employees are eligible for 23 days/184 hours. Part-time employees' PTO is accrued on a pro-rated basis.	
Holiday Pay	Regular part-time and full-time employees	Regular full-time employees are eligible for up to 6 Company-designated holidays per year. Regular part-time employees are eligible for pro-rated benefits.		