



## **J.C. CANNISTRARO, LLC BENEFITS SUMMARY**

**Medical Insurance** -- 100% company-paid health care premiums for individual and/or family. Coverage is with Harvard Pilgrim HMO (ability to “buy up” to a PPO plan is available). Also included in our plan is a \$150 reimbursement towards a fitness program.

**Dental Insurance** – The Company will pay 100% of the premium for a basic dental plan that covers yearly exams, cleanings, x-rays, sealants, fluoride treatment, fillings, root canals, and more.

**Optional Dental Insurance** – If employees would like to “buy-up” to a plan with even more coverage that includes major services such as crowns, bridges, and orthodontics, the option is there. Employees can pay a small additional premium for the higher plan through payroll deduction.

**Vision Care** – In addition to dental benefits, the dental plan offers vision care discounts through “VSP,” one of the nation’s largest vision care providers.

**Life and AD&D Insurance** – The Company will provide Life insurance and Accidental Death & Dismemberment insurance equal to 1X your annual base salary at no cost to the employees.

**Optional Life and AD&D Insurance** – If employees wish to have additional Life insurance, they can purchase it in increments of \$25,000 and pay the premiums through payroll deductions.

**Short-term Disability** – Our company-paid short-term disability plan is based on length of service and would pay one week of the employee’s regular pay for each full year of continuous service completed, with a maximum compensation amount of ten (10) weeks.

**Optional Short-term Disability Insurance** – This plan is available as an option for employees who wish to purchase additional short-term disability insurance to replace lost wages during the first 13 weeks of disability (before Long-term Disability starts). The benefit amount is 60% of wages up to \$500 per week and the premiums are paid through payroll deduction.

**Long-term Disability Insurance** – The Company will provide Long-term Disability insurance to replace lost wages from absence due to sickness or accident, at no cost to the employees. The benefit amount is 50% of wages up to a maximum of \$10,000 per month and would start after 13 weeks of disability, continuing to age 65. Disability benefits would be paid tax free.

**Flex-Spending Account** – This plan allows you to set aside pre-tax dollars through payroll deduction to pay for medical expenses that your insurance plan doesn't cover. You can use these pre-tax dollars to be reimbursed for doctor visit co-pays, optional insurance premiums, over-the-counter medical products, prescription co-pays....any medical expense that you would have to pay out-of-pocket.

**Dependent Care Account** – This plan allows you to set aside \$5,000/year in pre-tax dollars through payroll deduction towards your cost of child care. This must be care provided through a qualified day care provider.

**EAP Program** – An Employee Assistance Program (EAP) is a plan that offers employees, at no cost, a confidential support system and is designed to help you with the issues that affect your personal and family life. EAP counselors can refer you to professionals to help with any problems you may be facing – financial, legal, drug/alcohol, parenting, care giving, hospice, etc. The program is completely confidential – the company gets no personal data on any employee utilizing this service.

**Holidays** – We have ten (10) paid holidays per year

**Paid Time Off (PTO):** Vacation, sick and personal time is combined in one “PTO Bank” for employees to use at their discretion. Based on length of service and pro-rated for new hires and part-time employees (30 hrs+), PTO can be used after 3 months of employment.

**401(k)** – Once you have completed 3 months of service, you may join our 401(k) with Nationwide through Summit Financial and have payroll deductions deferred into your account. After 6 months of service, the Company begins matching 50% of your contributions, up to a maximum Company contribution of 3% of compensation.

**Profit-Sharing** – The Company also makes profit-sharing contributions to employees' 401(k) accounts over and above the matching contributions. Although not guaranteed, historically they have been consistent annually over the past 15 years. After six months of employment, on the following July 1 or January 1 (whichever comes first), you are eligible for profit-sharing participation.

**Charitable Contribution** – Each year, the Company will contribute \$300 to a charity for each employee. The employee need only be here 6 months, make out a request form, and a check will be made out to the charity(ies) of their choice. The \$300 may be donated to one charity or distributed in multiple donations (\$50 minimum each).

**Miscellaneous** – The Company pays for job-related memberships and subscriptions, and we review tuition assistance requests on a case-by-case basis.