

## BENEFITS AT A GLANCE

**GNAR** | Percentage of profit distributed as a percentage of each eligible employee's income.

**Preferred One Health Insurance with HRA** | HRA covers 75% of deductible for both Single / Family coverage. Company pays 75% of premium cost for employees only.

**PTO** | Accrual system based on time served. Maximum of 4 weeks (20 days) earned.

**Sick Leave** | 3 paid days every year, doesn't rollover. Use it or lose it.

**Bereavement Leave** | 3 paid days every year for time off to deal with a death in the family.

**Jury Duty Pay** | Paid time off to serve Jury Duty.

**Paid Holidays** | 8 hours paid for qualifying holidays each year.

**401k with up to 6.5% match** | Allowed to beginning deferring after introductory period. Eligible for employer match after 1 year of employment.

**Flex Savings Account** | Up to \$2650 allowed to be put aside pre-tax to pay for qualifying medical/dental/vision expenses.

**Dependent Care Flex Savings Account** | \$2500 (single) / \$5000 (married filing jointly) to be put aside pre-tax to pay for qualifying dependent care expenses.

**\$50,000\* term life insurance policy** | Premiums paid by the company, no cost to employee. Additional voluntary life insurance coverage up to \$150,000 offered to eligible employees.

**Dental/Vision insurance** | Voluntary coverages paid for by employee only. i.e. company does not contribute to these premiums.

**Short-term disability / Critical Illness coverages** | Voluntary coverages paid for by employee only. Premiums vary based on benefit amount/age.

**Bike to Work Program** | Wellness benefit that allows employees to earn PTO for commuting to work by walking/skateboarding/rollerblading/biking.

**Boot Reimbursement program** | We pay 75% (up to \$100) for employees to get a new pair of safety shoes/boots each year. We also have a subsidy program setup with Red Wing shoe store to allow employees to go in and pay only their portion of the cost so they don't have to wait for a reimbursement check from us.

*\*Employer paid policy equals \$50k or one year annual salary, whichever is greater.*

