

Benefit Summary Sheet

THE BENEFITS OF MAKING A DIFFERENCE



This is a brief description of Company benefits for eligible employees; most begin the first of the month following 30 days of employment. For additional information, please contact Andrea Buss at andreabuss@truckstop.com or Alma Rosas at almarosas@truckstop.com

BENEFIT	DESCRIPTION	EMPLOYER CONTRIBUTION
Medical Insurance	PacificSource SmartAlliance PPO PacificSource PSN HDHP (High Deductible)	80% Employee Only 50% for Dependents
Dental Insurance	Delta Dental PPO	80% Employee Only 50% for Dependents
Vision Insurance	MetLife	80% Employee Only 50% for Dependents
Flexible Spending Account	Optional; Health Care or Dependent Care	Employee-paid
Health Savings Account	Required when signing up for Medical HDHP plan	Self Only - \$800 a yr. Family - \$1,600 a yr.
Life Insurance	\$50,000 Employer Paid Policy	100%
Voluntary Employee Life Insurance	5x Annual Earnings up to a maximum of \$500,000	Employee-paid
Voluntary Spouse Life Insurance	50% of Employee Benefit, up to a maximum of \$100,000	Employee-paid
Voluntary Child/Children Life Insurance	Up to a maximum of \$10,000	Employee-paid
401(k) Plan	Pre-tax or Roth retirement savings plan offered after 90 days of employment. May contribute 1% to 100% of gross salary on a pre-tax basis up to the annual IRS maximum Employee contributions are 100% vested after 3 years	Employee-paid
401(k) Match	Pre-tax or Roth retirement savings plan offered after 90 days of employment Employer match equals 100% on the first 3% and 50% on the next 2%. If you contribute 5%, the company will match 4%!	4% Maximum Contribution
Vacation/Sick Paid Time Off	Nonexempt employees: New hire to 3 years of service = 15 days (120 hours) 4+ years of service = 20 days (160 hours)	100%
Holidays	7 paid holidays per year	100%
Employee Assistance Program (EAP)	Confidential service available 24/7 that provides assessment, counseling, and resources to help employees resolve personal issues; also provides referrals for a variety of issues, including child/elder care	100%
Wellbeing Program	Small Steps=Big Rewards provides awareness, education, support and incentives designed to encourage and reward healthy living	100%
Daily Cafeteria Lunch	New Plymouth location only	100%