



ASSOCIATE BENEFITS

FULL-TIME ASSOCIATE BENEFITS

Medical 1-800 CONTACTS offers Regence BlueCross BlueShield and SelectHealth. Associates may choose from a PPO and HSA plan design with competitive rates, network of providers and deductibles. 1-800 CONTACTS pays 88% of the premium towards the HSA product and 67% towards the PPO.

Dental 1-800 CONTACTS offers dental insurance through EMI Health. We offer two plans with an excellent provider network great rates and coverage.

Life and Long Term Disability 1-800 CONTACTS provides Basic Life and AD&D coverage for all full time associates. Basic Life covers 1x annual earnings with a maximum of \$250,000. AD&D covers same as Basic Life. In addition, associates may elect supplemental life insurance available through payroll deduction at a cost to the associate. The Long Term Disability coverage assists associates that have a long term disability by paying up to 66.67% of the associate's wages after they have been disabled for more than 90 days.

TUITION REIUMBURSEMENT

1-800 CONTACTS is strongly committed to providing assistance to all associates interested in pursuing formal education. Associates are eligible after six months for a reimbursement of \$1,500 a year for tuition, books and fees.

EMPLOYEE ASSISTANCE PROGRAM

All associates have access to our free Employee Assistance Program. Through this program, associates receive free short-term, confidential counseling for self and anyone living in their household.

ONSITE RESTAURANT

1-800 CONTACTS offers a full service onsite restaurant with a new menu weekly. Menus include steak, prime-rib, mahi-mahi, seared tuna, salmon and many more amazing offerings. All meals are highly subsidized by 1-800 CONTACTS and cost associates from \$0.50 to \$2.50 per meal in our 20/20 Grille. In addition, soda, fruit, cereal, breads and juices are free all day.

ONSITE FITNESS CENTER W/ PERSONAL TRAINERS

1-800 CONTACTS offers a 5,000 square foot fitness center staffed with four certified personal trainers. The wellness staff focuses on overall health through education, programs, activities, challenges and personal wellness program/goals. Showers, lockers and changing rooms are available for use. All benefits are available at no cost to associates.

ADDITIONAL BENEFITS

Company Events

- Bi-annual movie event
- Annual Summer BBQ
- Company Olympics
- 5K/10K walk/runs
- Wellness Initiatives
- Annual Health/Benefits Fair
- Many more activities

Adoption Benefits

Utah Education Savings Plan (UESP)

Short and Long Term Incentive Programs

Discount Home and Auto

Onsite Dry Cleaning

Onsite Car Wash and Detail

Onsite Teeth Whitening

Onsite Seated Massages

Flex Wage

FULL and PART-TIME ASSOCIATE BENEFITS

VACATION, SICK LEAVE & HOLIDAY

1-800 CONTACTS offers competitive vacation, sick leave and paid holidays to associates.

VISION

1-800 CONTACTS offers annual free eye exams for associates, their spouse and dependents. In addition, associates and their immediate family receive 50% discount on contact lenses and solution. Friends and extended family receive a 40% discount on contact lenses and solution. 1-800 CONTACTS also offers 50% off five pairs of prescription eyeglasses and five pairs of sun or specialty glasses a year for associates, family and friends.

FLEXIBLE SPENDING ACCOUNTS

Through the use of a Flexible Spending Account, associates are able to pay for certain qualified expenses using tax-free dollars. This is for medical related expenses along with dependent care expenses.

401K PLAN

1-800 CONTACTS will match 100% of the first 1% that associates defer and 50% of the next 5%. Therefore, if an associate defers 6% or more of their pay, 1-800 CONTACTS will contribute 3.5%. This plan offers multiple short and long term investment options. Associates are eligible after 90 days of employment.