



# 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.

## FULL and PART-TIME ASSOCIATE BENEFITS

### VACATION & SICK LEAVE

This is just a placeholder as I am not sure how we want to represent our vacation and sick leave for all 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.

### 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