



## Peterson Benefits Summary - 2012

Eligibility is the first of the month following thirty (30) days of employment unless otherwise noted. Peterson's Benefit Year is from October 1st through September 30<sup>th</sup>.

|  | Employee<br>Paid | Employer<br>Paid |
|--|------------------|------------------|
| <p><b>Medical</b> – Two medical plans to choose from: using the BCBS network.</p> <ul style="list-style-type: none"> <li>• <b>80/20 PPO:</b> This plan subjects all medical expenses (including some preventive care services) to a calendar year deductible. After you have satisfied the deductible, covered in-network expenses are reimbursed at 80%.</li> <li>• <b>Standard PPO:</b> This plan allows for a co-pay for office visits and emergency room services. All other medical services are subject to a calendar year deductible (except some preventive care services).</li> </ul> | X                | X                |
| <p><b>Prescription</b> – Prescription coverage is administered through Express Scripts.</p>  | X                | X                |
| <p><b>Teladoc</b> – Provides 24/7 access to board-certified physicians who can resolve your routine medical issues by phone or online video.</p>   |                  | X                |
| <p><b>Vision</b> – This is a voluntary plan through Vision Service Plan (VSP). The plan provides coverage for examinations every plan year and Lenses and Frames every other year.</p>   | X                |                  |
| <p><b>Dental Plan</b> – Administered by Blue Cross Blue Shield. Employees will incur lower out of pocket expenses if services are provided by a contracted BCBS provider.</p>  | X                | X                |
| <p><b>Short Term &amp; Long Term Disability</b> – Wages paid during medical leave for non-work related injury or illness. Coverage is through The Hartford.</p>  |                  | X                |
| <p><b>Life Insurance</b> – Hourly employees receive \$25,000 policy, salary employees receive equal to 1x annual salary. Coverage is through The Hartford.</p>   |                  | X                |
| <p><b>Aflac</b> – Multiple policies to choose such as Accident, Cancer &amp; Life</p>  | X                |                  |
| <p><b>Unum</b> – Optional Disability</p>   | X                |                  |
| <p><b>AllState</b> – Universal Life, Critical Care</p>   | X                |                  |
| <p><b>Fidelity Life</b> – Term Life Insurance</p>  | X                |                  |
| <p><b>Flexible Spending Account</b> – Money set aside pre-tax to pay for eligible medical, dental, vision and dependent care expenses.</p>   | X                |                  |



**Peterson**  
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|   | Employee Paid | Employer Paid |
|---|---------------|---------------|
| <b>Employee Assistance Program</b> – 24/7 service that offers private counseling and referrals. Service is provided through Reliant Behavioral Health.  |               | X             |
| <b>401(k) Plan</b> – The 401(k) administered through JP Morgan. Employees are eligible to participate upon hire. 100% vested. The company matches up to 4% of the employee’s contribution at a rate of 75%. | X             | X             |

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| <b>Performance Reviews</b> – Each employee receives an initial 90 day review, then Annually occurring on the anniversary of their date of hire.   |
| <b>Paid Holidays</b> - Holidays are paid after the employee has completed the Introductory Period of 30 days.<br>New Year’s<br>Memorial Day<br>Independence Day<br>Labor Day<br>Thanksgiving & Day After<br>Christmas Eve & Christmas Day   |
| <b>Paid Time Off (PTO)</b> – Employees accrue PTO immediately. Eligible to be used after 6 months of employment.<br>From date of hire but < 6 years = 12 days (.047/hour)<br>≥ 6 years but < 9 years = 15 days (.058/hour)<br>≥ 9 years but < 15 years = 17 days (.065/hour)<br>≥ 15 years = 21 days (.081/hour)  |
| <b>Health Screenings</b> – Each year Peterson conducts Health Screenings for all employees and spouses that are on our medical plan. This takes place onsite and includes: height, weight, BMI, blood pressure, and a blood draw to check cholesterol, sugar, PSA, and iron. Participation in the health screenings helps to lower your premium cost for medical coverage.                                      |
| <b>Leaves</b> – Regular full-time employees are given 3 days paid Bereavement Leave for the death of an immediate family member. Regular full-time employees who have been employed at least 12 months are eligible for Family Medical Leave to care for their own serious health condition, care for an immediate family member, birth, or adoption.   |
| <b>Payroll</b> - Payday is twice a month on the 10 <sup>th</sup> and 25 <sup>th</sup> . Hours worked the 1 <sup>st</sup> through the 15 <sup>th</sup> are paid on the 25 <sup>th</sup> . Hours worked the 16 <sup>th</sup> through the end of the month are paid on the 10 <sup>th</sup> . Direct deposit is available for up to 8 different accounts, checking or savings, or multiple banks or credit unions. |