

## EMPLOYEE BENEFITS

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### BENEFITS

Truckstop.com, ITS Financial Services, uDrove, and Real Time Freight (“The Companies”) offer **medical, dental, and vision insurance** on a monthly basis for each eligible employee. An eligible employee is defined as someone that is regularly scheduled to work 30 - 40 hours per week. These benefits are effective the 1st of the month following completion of 30 days employment. **Insurance is prepaid the month before your effective date.**

The Companies pay 80% of the medical, dental, and vision for Employee Only coverage. The Companies pay 50% of the medical, dental, and vision for dependent(s) coverage. A \$50,000 Life Insurance policy is provided at no cost to each full-time employee. The employee may enroll in additional supplemental life insurance coverage.

In addition, an employee may set up a **Flexible Spending Account (FSA)** to get reimbursed for plan year health and dependent care expenses. A **Health Savings Account (HSA)** is also available for an employee to set up with pre-tax dollars to pay for qualified health expenses under a high deductible medical plan (may be required depending on the medical plan selected).

The Companies offer **6 paid holidays** per year: New Year’s Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, and Christmas Day. The Companies also offer **Paid Time Off** for personal time, sick, and vacation time off.

The Companies offer a **401(k)**, pre-tax or Roth retirement savings plan after 90 days of employment. If you contribute **5%**, the company will match **4%**!

### LUNCH ROOM SOP

The Companies are honored to provide a lunch benefit for all employees.

- Hours of Operation are 11am-1:30pm. It is imperative that all employees spread out their lunchtimes between these hours of operation to ensure food readiness and not overwhelm the lunchroom staff.
- The beverage stations and dessert are available between 11am-1:30pm.
- Guests are welcome; cost is \$4.00 each.
- Meal suggestions are welcomed; send an email to [lunch room@truckstop.com](mailto:lunch room@truckstop.com).

The menu varies and is posted for several days at a time on the SharePoint home page. All meals should be eaten in the lunchroom; however, employees are permitted to eat their lunch in the break room or at the picnic tables provided by the Company in the back parking lot. Employees must throw their lunch trash into the lunchroom trash can. There is no lunch service on Company or federal holidays.

*Please contact Human Resources if you have further questions.*