



2026 Employee Benefit Summary

Benefit Offering	Description
Medical, Dental & Vision Insurance	<ul style="list-style-type: none"> ● Comprehensive coverage with multiple plan options, including traditional and HSA-eligible high-deductible plans. Coverage begins on the first day of the month following date of hire. ● Employer pays 100% of employee premiums and 63% of dependent premiums. ● Optional supplemental insurance available for accident, critical, and more.
401(k) Retirement	<ul style="list-style-type: none"> ● After one year of employment, employer contributes 10% fixed plus up to 5% match on employee contributions. Employees may begin making contributions upon hire.
Paid Time Off	<ul style="list-style-type: none"> ● 10 paid holidays, bereavement, and jury duty. ● Generous PTO – 4-6 weeks/year depending on role and tenure.
Rejuvenation Leave	<ul style="list-style-type: none"> ● Eight weeks of paid leave after seven consecutive years of service.
Tuition Assistance	<ul style="list-style-type: none"> ● Support for first-time associate or bachelor's degree after six months of employment.
Matching Gifts	<ul style="list-style-type: none"> ● 2:1 Match on charitable donations after six months of employment (up to \$10,000 annually).