

# Double H Companies

## Summary of Benefits Offered



- **Health Insurance** – Three (3) Plans to select from – Base, Buy-up or Platinum
- **Dental Insurance** – Two (2) Plans to select from – Base and Buy-Up
- **Life Insurance** – Free to Employees – Face Value = 1 x your annual base salary
- **Accidental Death and Dismemberment Insurance** – Free to Employees – Face Value = 1 x your annual base salary
- **Voluntary Life and AD&D Insurance** – Additional life and AD&D insurance for self, spouse and dependent children at group rates
- **Disability Income Insurance** – Free to Employees
  - Short Term – After 30 days 60% of pay for 180 days
  - Long Term – After 180 days 60% of pay
- **Flexible Spending Account (FSA)** – Pre-tax benefit account used to pay for eligible medical, dental and vision care expenses that aren't covered by an insurance plan. Contribute up to a maximum of \$2,650 and carry over up to \$500 annually.
- **Employee Assistance Program** – Free to Employees – A confidential service which allows employees to talk and meet with certified professionals
- **Travel Assistance Program** – Free to Employees – A service that provides assistance for a variety of travel related issues and problems
- **Wellness Plan** – Incentives and Premium Discounts for participation in program which includes biometric screening, health coaching, etc.
- **401(k) Profit Sharing Plan** – Employees are eligible to participate in the 401(k) Profit Sharing plan on the first of the quarter after completing one (1) year of employment. The Company will pay an amount equal to three percent (3%) of gross pay, (Safe Harbor), into the plan on an annual basis which is invested immediately and may pay seven percent (7%) (Profit Sharing) which is vested over 6 years
- **Vacation** – Year One (1) = One (1) week paid vacation
  - Year Two (2) through year Four (4) = Two (2) weeks paid vacation
  - Year Five (5) and beyond = Three (3) weeks paid vacation
- **Paid Holidays** – Eight (8) per year as follows: New Years Day, Good Friday, Memorial Day, 4<sup>th</sup> of July, Labor Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas. In addition, Christmas Eve is a paid holiday when it falls on a weekday.