










# THE BENEFITS OF ACERTUS

This is a brief description of Company benefits for eligible employees, which begin the first of the month following 60 days of employment. You must enroll for benefits within first 45 days of employment.

BENEFIT	DESCRIPTION	EMPLOYER CONTRIBUTION
Medical Insurance  Prescription Insurance	Aetna PPO	Employee & Employer Paid
Dental Insurance 	Met Life	Employee Paid
Vision Insurance 	Eye Med	Employee Paid
PTO/Sick Policy	Employees will accrue 10 days of Paid Time Off (PTO) and 6 days of Paid Sick Leave (PSL) (accrued bi-weekly). Accrual rates increase on vesting schedule.	100%
Holidays	7 holidays Day before/after Thanksgiving rotates yearly	100%
401k Plan	May contribute 1% to 100% of gross salary on a pre-tax basis up to the IRS annual maximum Employee contributions are 100% vested Eligible after 1 year of employment	Employee Paid
401k Match	401k Match: 100% of first 3% of contribution and 50% of next 2%. Eligible after 1 year of employment	100%
Tuition Reimbursement	Reimbursement up to \$3600 per calendar year	100%
Annual Bonus 	Discretionary annual bonus based on company service line performance	100%
Referral Bonus 	Bonus to employee who refers candidates that are hired. Admin employees: \$500 after 90 days of employment Local drivers: \$50 at start of employment, \$100 after 90 days Applicant <b>must</b> list referral name on application.	100%
Fun Employee Events 	Lunches, celebrations, events!!!	100%
Casual Dress code	Jeans and T's ok, every day!!!!	N/A
Paid Maternity/Paternity Leave 	Paid leave associated with the birth/adoption/placement of a child. Less than one year of service – 40% of salary for 4 weeks Over one year of service – 60% of salary for 4 weeks	100%
Basic Life Insurance	1x annual salary up to maximum of \$250,000	100%

AD&D	100% of basic life benefit	100%
Voluntary Life	Guaranteed Issue of \$250,000	Employee Paid
Long Term Disability	60% of income following 180-day elimination period	100%
Short Term Disability	60% of income following 7-day elimination period	Employee Paid
Section 125 Flexible Spending	Health Care Reimbursement Account Dependent Care Flexible Spending Healthcare Flexible Spending	N/A
Employee Assistance Program 	24/7 Confidential service that provides assessment, counseling, resources and referrals for a variety of issues, including child/elder care	100%
In Touch Hotline	Confidential reporting hotline	100%
Voluntary Pet Insurance 	Group rates on pet health insurance. Including medical problems and conditions related to accidents and illnesses	Employee Paid
Disability Insurance	Designed to help you cover deductible gaps and daily living expenses with a cash benefit for unexpected injuries.	Employee Paid