



Full Time Employees are eligible for medical, dental, vision, flex spending and supplemental insurance the 1<sup>st</sup> of the month following 60 days of employment.

<b>Medical Insurance - Blue Cross Blue Shield \$1000 Deductible (Based on 26 pay periods per year)</b>	
Employee Only	\$35.00/pay period
Employee + Spouse	\$155.00/pay period
Employee + Children	\$95.00/pay period
Employee + Family	\$200.00/pay period

Includes \$50 spousal surcharge per pay period if your spouse has medical insurance available through their employer but elects to be on True Sky's medical instead.

In order to apply for a waiver of the spousal surcharge, you must submit an affidavit for and the appropriate documentation to HR.

<b>Dental Insurance - BCBS Dental (Based on 26 pay periods per year)</b>	
Employee Only	\$5.00/pay period
Employee + Spouse	\$10.00/pay period
Employee + Child(ren)	\$15.00/pay period
Employee + Family	\$20.00/pay period

<b>Vision Insurance - VSP (Based on 26 pay periods per year)</b>	
Employee Only	\$4.95/pay period
Employee + Spouse	\$7.92/pay period
Employee + Children	\$8.08/pay period
Employee + Family	\$13.03/pay period

Full Time Employees are eligible for life insurance the 1<sup>st</sup> of the month following 60 days of employment. Full Time Employees are eligible for short term and long term disability the 1<sup>st</sup> of the month following 180 days of employment. **Life Insurance, Short and Long Term Disability are provided at no cost to the employee.**

<b>Life Insurance, Short and Long Term Disability - BCBS</b>	
Life Insurance	\$50,000.00
Short Term Disability	60% of salary/week

Long Term Disability	60% of salary/week
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\*Benefits continued on next page

Full and Part Time Employees 21 years of age and older are eligible for the 401(k) plan the 1<sup>st</sup> of the month following 180 days of employment. **We will match up to a 5% contribution (per pay period), plus discretionary profit sharing at year end.**

401(k) Vesting Schedule	
2 years	20% Vested
3 years	40% Vested
4 years	100% Vested

Full Time Employees will accrue leave at the following rate:

Leave Accrual (Full Time Employees Only)	
Upon hire – 2 years	6 hours/pay period
2 years – 5 years	7 hours/pay period
5 years – 10 years	8 hours/pay period
10 years +	10 hours/pay period
Birthday	8 hours of leave

Part Time Employees will accrue leave at the following rate:

Leave Accrual (Part Time Employees Only)	
Upon hire -2 years	1 hour/pay period
2 + years – 10 years	2 hours/pay period
10 years +	3 hours/pay period

After 1 year of **full time** employment, you will be eligible for tuition reimbursement as long as your degree is business related.

Tuition Reimbursement (Full Time Employees Only)	
"A" & "B" Grades	100% reimbursement
"C" Grades	75% reimbursement
"D" Grades and below	0% reimbursement

\*Books are not reimbursed\*

Updated 9/20/22 by sgreenley