



Summary of Benefits & Time Off

Plan Year: 1/1/19 – 12/31/19

Benefits

This is a brief overview of the benefits package offered by UEC, LLC. A more detailed overview may be provided upon request.

Waiting Period

The waiting period for benefit eligibility is the first of the month following 30 days for all regular, full time employees.

Medical Insurance Overview

	Blue Priority PPO Plan
Deductible (Employee)	\$3,000
Deductible (Family)	\$9,000
Coinsurance	80%
Office Visit Priority Network (Physician / Specialist)	\$ 15 / \$30
Office Visit Classic Network (Physician / Specialist)	\$30 / \$100

Teladoc / Lifestyle Benefits

The basic plan benefit is free to all employees and their dependents regardless if they enroll in Medical, Dental or Vision. Teladoc is available 24 hours a day and involves a call from a physician at no cost, who will evaluate illness and prescribe medication over the phone.

Dental Insurance

Dental Insurance is provided by Met Life Dental with a calendar year max of \$1,250.

Vision Insurance

Vision Insurance is provided by Lincoln Financial and uses the Spectera network. Exams are covered every 12 months with a \$10 exam copay, Lenses / Contacts every 12 months with \$25 copay.

Cost of Coverages (bi-weekly):

	Medical – PPO Plan Anthem Blue Cross Blue Shield	Dental Met Life	Vision Lincoln Financial
Employee	\$69.70	\$3.30	\$0.56
Employee + Spouse	\$154.61	\$8.03	\$1.27
Employee + children	\$143.61	\$11.49	\$1.49
Family	\$223.65	\$16.72	\$2.09

Flexible Spending Accounts (FSA)

The medical FSA is for all employees who are not enrolled in the High Deductible Health Plan. Annual pre-tax contribution limits are \$2,700 for Medical and \$5,000 for Dependent Care. It is a use it or lose it plan with a \$500 roll over benefit.

401(k)

The Company will match \$1/\$1 up to 3% of employee contributions with eligibility occurring on the first month following thirty days.



Life Insurance

Basic life Insurance and Accidental Death and Dismemberment offered to employees at 1x salary at no cost to employee, up to \$200,000 max. Supplemental life insurance is available at an additional cost up to 5x salary or \$300,000, whichever is less.

Disability

Short term and long term disability is an employer paid benefit for all regular full time employees. Please see the specific policies for coverage details.

Time Off Overview

Paid Time Off

All full-time, regular employees are eligible to begin accruing paid time off on their date of hire. Employees accrue 4.62 hours per pay period, totaling 120 hours or 15 days (estimate of 15 days is a representation based on working a full calendar year).

Paid Holidays

Full-Time, regular employees (working at least 30 hours per week) receive ten (10) paid holidays every year, which includes one floating day. The observed paid holidays include New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve and a Floating Holiday to be used at an employee's discretion to observe another Holiday, birthday, etc.

Personal Protective Equipment

Safety Shoes

UEC employees are permitted to purchase and be reimbursed for the actual cost of fitted safety shoes up to \$150, every twelve months. Shoes must meet the requirements of ASTM F-2412-2005 and ASTM F-2413-2005; ANSI Z41-1999; or ANSI Z41-1991.

Hearing Protection

Standard ear plugs are provided to the employee free of charge. However, if UEC employees prefer custom fit ear plugs, they are permitted to purchase these through our vendor and be reimbursed 50% of the cost of the ear plugs up to \$75 every three years. Ear plugs must have a noise reduction rating (NRR) of at least 17 dB.

Eye Protection

Standard (nonprescription) eye protection is provided to the employee free of charge. However, if UEC employees need protective prescription eyewear, they may purchase a set and be reimbursed for the actual cost, not exceeding \$150, every twelve months. Eyewear must meet the requirements of ANSI/ISEA Z87.1-2010; ANSI Z87.1-2003; or ANSI Z87.1-1989.

Other Employee Perks

Below is a summary of Employee Perks which may be changed at any time, with or without notice

Breakfast Burritos Tuesday mornings	Dunkin' Donuts Friday mornings
Quarterly all-hands meetings	Quarterly awards and gift cards
Training and Development Opportunities	Employee Referral Bonus
Paid Volunteer Time	UEC Fun Clubs (hiking, biking, offroading)
UEC Fun Committee	Volunteer Event Opportunities (Ronald McDonald, etc)
Fresh Food Vending Machine and expanded snacks	