

## Benefit Summary

# Grizzly Industrial<sup>®</sup>



### MEDICAL, DENTAL, VISION, PRESCRIPTION COVERAGE

Effective 1st of calendar month following your 60th day for full time employees. Choose from a PPO plan for \$73.85 per paycheck or an HDHP for \$45 per paycheck.



### DEPENDENT COVERAGE

Progressive premium coverage based on employee tenure.

Employee Paid / Grizzly

- Upon Hire: 30% / 70%
- 1st Year: 40% / 60%
- 2nd Year: 50% / 50%
- 3rd Year: 60% / 40%
- 4th Year Cont.: 70% / 30%



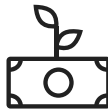
### LIFE AND ACCIDENTAL DEATH INSURANCE

\$50,000 life insurance and \$50,000 AD&D insurance. Employer paid. Effective 1st of calendar month following your 90th day. Optional additional employee-paid life insurance available for you and your dependents.



### AFLAC

Supplemental employee-paid insurance to help pay for out-of-pocket expenses major medical insurance doesn't cover.



### 401(K) MATCHING

Eligible to enroll after your first 6 months. Employer match up to 3% on 100% of contributions.



### PAID HOLIDAYS

All full time employees receive 6 paid holidays, including New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas.



### SHORT TERM DISABILITY

Effective 1st of the calendar month following your 90th day. Employee paid.



### LONG TERM DISABILITY

Effective 1st of the calendar month following your 90th day. Employer paid.



### BIRTHDAY HOURS

2 hours of paid time off during the month of your birthday that you are immediately eligible for.



### PAID TIME OFF

PTO is based on tenure and calculated per 40 hours worked

- At Hire: 1.25 hours
- 1 Year: 1.65 hours
- 2 Years: 2 hours
- 3 Years: 2.35 hours
- 5 Years: 3.25 hours
- 10 Years: 3.61 hours



### HEALTH SAVINGS ACCOUNT

Grizzly will contribute \$1,500 for individuals and \$3,000 for families on the HDHP. This can be used for retirement as well.



### EMPLOYEE DISCOUNT

All employees receive a 10% discount on all merchandise purchased online or in-store.



### FLEXIBLE SPENDING ACCOUNT

Three plans available:

- Standard FSA for medical expenses through the PPO Plan
- Limited Purpose FSA for vision and dental expenses through the HDHP Plan
- Daycare FSA for childcare expenses