

Benefit Summary



MEDICAL, DENTAL, VISION, PRESCRIPTION COVERAGE

Effective 1st of calendar month following your 60th day for full time employees. Choose from a PPO plan for \$79.91 per paycheck or an HDHP for \$45 per paycheck.



DEPENDENT COVERAGE

Progressive premium coverage based on employee tenure.

Grizzly pays:

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



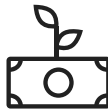
LIFE AND ACCIDENTAL DEATH INSURANCE

\$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: 1.37 hours
- 1 Year: 1.77 hours
- 2 Years: 2.12 hours
- 3 Years: 2.47 hours
- 5 Years: 3.37 hours
- 10 Years: 3.73 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