



Employee Benefits

Summary of Benefits

The Cook & Boardman Group recognizes the importance of providing our associates the opportunity to participate in a comprehensive, competitive benefits program. Competitive benefits are key to our continued growth and offer employee advantages which support overall health and financial security. We continually review advancements in our program and periodically add new or update existing benefits to provide the maximum value to our associates.

Eligibility

All full-time employees (working at least 30 hours a week) are eligible to participate in company benefits. Coverage begins on the first of the month following a 30-day waiting period. You may also cover eligible dependents (legal spouse and children up to age 26) under many of the plans.

2024 Benefits

The company's current benefits package includes the following:

- 401(k) w/ Match
- Paid Time Off, Including Holidays
- Medical Insurance w/ Free Telehealth
- Dental Insurance
- Vision Insurance
- Wellness Incentives
- DHI Scholarships
- Corporate Training
- Years of Service Awards
- Maternity/Paternity Leave
- Basic Life/AD&D
- Voluntary Life/AD&D
- Short & Long Term Disability
- Supplemental & Voluntary Plans
- Employee Assistance Program
- Free Identity Theft Protection

Employee Benefits *at a glance*

Medical (4 Plan Options)

- Standard and Enhanced HSA plans as well as Standard and Enhanced PPO plans
- Employees have the option of Employee Only, Employee + Spouse, Employee + Child(ren) or Employee + Family coverage.
- Weekly rates range from approximately \$27.00 - \$254.00.
- All plans include free MDLIVE telemedicine visits (Urgent Care, Primary Care, Dermatology & Mental Health Care)

Dental (2 Plan Options)

- A core plan (\$1000 maximum benefit), or a buy up plan (\$1500 maximum benefit)
- Employees have the option of Employee Only, Employee + Spouse, Employee + Child(ren) or Employee + Family coverage.
- Weekly rates range from approximately \$2.00 - \$19.00

Vision (Covered Under the VSP Network)

- Employees have the option of Employee Only, Employee + Spouse, Employee + Child(ren) or Employee + Family coverage.
- Weekly rates range from approximately \$2.00 - \$6.00

Life Insurance

- Company provides \$40,000 Life & AD&D at no cost to the employee
- Employee may purchase additional coverage:
 1. Employee: increments of \$10,000
 2. Spouse: increments of \$5,000 (only if employee coverage is purchased)
 3. Children: \$5,000 or \$10,000 (only if employee coverage is purchased)

Disability Insurance

- Short Term Disability Core coverage: 60% up to \$500 weekly benefit (Company paid)
- Short Term Disability Buy up: 60% up to \$1000 weekly benefit if salary eligible (Employee paid)
- Long Term Disability: 60% up to \$5000 monthly benefit (Company paid)

Ancillary Benefits (All Employees)

- Critical Illness
- Accident Insurance
- Cancer Insurance
- Hospital Indemnity Insurance

Flexible Spending Accounts

- Health Care FSA (not available if enrolled in HSA Medical Plan)
- Dependent Care FSA (Day Care Expenses)

Health Savings Accounts

Employees enrolled in an HSA medical plan can contribute to a Health Savings Account with investment options. The company also provides an HSA contribution when your annual physical is completed.



401K Savings Plan

- Eligible on the 1st of the month 60 days post-hire
- Pre-tax and ROTH options
- Company Match: 100% match on first 2%; 50% match on 3-5% (Example: Employee contributes 5%, company will contribute 3.5%)
- 100% vesting in Employee & Employer Contributions
- Wide range of investment options

Employee Assistance Program (EAP)

- Assessment & Counseling – Eight free visits per family member, per incident, per year
- Online services and monthly seminars
- Legal Services
- Financial Services

PTO and Holidays

- 15 days of PTO (prorated)
- 11 Holidays: New Year's Day, Martin Luther King Day, Good Friday/Pioneer's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving & Day after Thanksgiving, Christmas Eve & Christmas Day