

# SyllogisTeks

## Class B- Benefits



### **MEDICAL INSURANCE**

Coverage is effective on first day of the month following 30 days of employment for employees and/or dependents.

- Well-care included
- Two Plans to choose from (see plan summaries for details)
- Virtual Office visits
- Prescription Drugs: \$15/\$40/\$80

#### ***Section 125Plan***

Allows for pre-tax dollars to pay for your share of health insurance costs.

### **DENTAL**

Coverage is effective on first day of the month following 30 days of employment.

- Allows two regular check-ups per year at no cost.
- Plan pays 90% for fillings; 60% for crowns.
- Family premium for dependent coverage (option).

### **FLEXIBLE SPENDING ACCOUNT**

Pre-tax deduction to allow for reimbursement for:

- Dependent Care expenses
- Medical expenses (not normally covered under medical plans)

### **HEALTH REIMBURSEMENT ACCOUNT**

To help offset deductible costs, SyllogisTeks offers a Health Reimbursement Account (HRA), at no cost, to reimburse employee and dependent deductible costs after a minimum amount is reached.

### **DIRECT DEPOSIT**

Have your pay directly deposited into your bank account(s).

### **SHORT- & LONG-TERM DISABILITY**

SyllogisTeks pays the full cost of short- and long-term disability for every employee. Coverage begins on the first day of the month following 30 days of employment.

Short-term disability will pay you 60% of your base earnings, up to \$750 a week, for up to 90 days, after satisfying a waiting period. Long-term disability will pay 60% of your basic monthly salary if disabled, after a 90-day waiting period. The monthly maximum is \$5,000.

**NOTE:** The information contained herein is a summary of benefits only and is subject to change. Please refer to plan documents for details.

### **LIFE INSURANCE**

SyllogisTeks provides \$25,000 of basic term life insurance for every employee on the Coverage is effective on the first day of the month following 30 days of employment. Supplemental life insurance is available for yourself and your family for an additional cost.

### **401(k) PLAN**

- Employee can contribute from 0% up to yearly max.
- SyllogisTeks will match 50% of Employee contribution up to 6% of salary.
- Eligible to contribute the first of the month following 30 days of service. SyllogisTeks matches after three months of service on a quarterly basis.
- Employee decides which fund(s) to invest in. Investment options can be changed by phone and Internet.
- You defer federal and state income taxes on contributions, and earnings grow tax-deferred.

### **EARNED PAID PERSONAL DAYS**

Employees accrue eight personal hours for every 200 hours worked from the day they start. Hours can be used immediately upon earning them.

Employees can elect to withhold additional amounts from their pay to be held in an account for paid time off and these hours would be available for immediate use. For example, 2% withheld would give you an additional 8 hours for every 400 hours worked; 4% withheld would give an additional 8 hours for every 200 hours worked; and 6% withheld would give an additional 8 hours for every 133 hours worked.

### **EDUCATION REIMBURSEMENT**

All employees are eligible for education reimbursement — up to \$1,000 a year — after one year of service.

### **TRAINING OPPORTUNITIES**

SyllogisTeks pays for company-approved, professional certification testing for all employees.