

HERBRUCK'S CAREER BENEFITS



HEALTH INSURANCE

- Prescription and Medical Coverage
- 2 Plans Available

TRADITIONAL PPO

- Coinsurance: 80%
- Office Visit Copay: \$20
- Specialist Visit Copay: \$30
- ER Copay: \$100
- Virtual Visit Copay: \$10
- Prescription Copays:
\$10 Generic / \$50 Brand Name

HSA WITH HIGH DEDUCTIBLE

- At no cost for employee and their family
- Coinsurance: 80%
- Preventative Care Coverage: \$100%
- Prescription Copays:
\$10 Generic / \$50 Brand Name
- Optional Health Savings Account;
Contribute pre-tax dollar from your paycheck to pay for medical expenses. Employee's will receive a debit card for the account. Account allows belongs to employee and funds are never lost.



DENTAL

- Preventative services covered at 100%

VISION

- Exams every 12 months, \$10 copay
- Lenses every 12 months, \$25 copay



DISABILITY

- Short term disability coverage provided the company at no cost to the employee
- Pays 60% of wages for up to 24 weeks (2 week waiting period)
- Voluntary long term disability available (cost based on employee's age and salary)
- Benefits begin after 180 days



401(K)

- Save for retirement by setting aside money from your paycheck tax free
- Eligible to participate on the first of the month following 90 days
- All employees are auto enrolled at 3% and funds are invested in a target-date account
- Roth IRA option available
- 50% company match up to 3% of salary



FLEXIBLE SPENDING

- Medical FSA for those choosing traditional PPO coverage. Set aside money pre-tax to cover medical expenses not covered by insurance (i.e. copays, deductibles)
- Dependent care FSA allows employees to set aside money pre-tax to cover qualified dependent care (day care)

LIFE INSURANCE

- \$20,000 life insurance provided by the company at no cost to the employee
- Additional voluntary employee paid life insurance available for employee

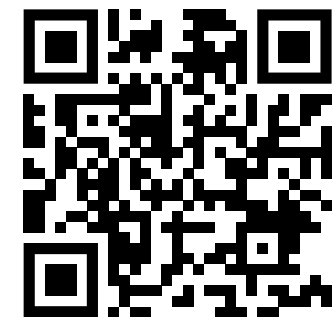
PROFIT SHARING

- Annual distribution from a share of the profits
- Employees must be employed for 2 calendar years to be fully vested
- Calculation weighted on years of service

CAREER OPPORTUNITIES

Processing
Production
Logistics
Information Technology
Maintenance
Human Resources
Accounting
Sales & Marketing
Quality Assurance
Sanitation

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