

# BENEFITS OVERVIEW



Benefits are an important part of overall compensation. We are pleased to offer a comprehensive array of quality benefits to protect your health, your family and your way of life.



## HEALTH BENEFITS

**MEDICAL** We're proud to offer employees 2 medical plans that provide comprehensive health and prescription drug coverage.

**GENOMIC LIFE PROGRAM** Covers testing, including DNA screening and fast-tracking of genotype-specific treatments, including some studies and experimental regimens.

**WELLNESS REWARDS** Provides you the opportunity to reduce medical premiums by completing certain health-related activities (company paid)

**DENTAL** We offer 2 dental plans that offer 100% coverage for in-network preventative services, such as annual cleanings, & partial coverage for basic & major services

**PATIENT CARE ADVOCACY** Helps you and your covered dependents better manage healthcare costs and get rewarded when you make smart choices (included in medical enrollment).

**VISION** We have a vision plan that covers annual exams, basic lenses, frames, and contact lenses. As an Eyemed member you can choose your frame at LensCrafters or Target Optical and pay nothing.

**EMPLOYEE ASSISTANCE PROGRAM (EAP)** Provides all employees & their family members with 24/7 confidential assistance on issues related to your family, career, finances, & emotional well-being. (company paid).

**TELEHEALTH** Allows you & your dependents to consult with a doctor by phone/online for common non-emergency medical issues & receive a prescription, (included in medical enrollment)

**HOSPITAL INDEMNITY/CRITICAL ILLNESS** Lump-sum payment to you and your covered dependents to cover treatment related to a serious accident, hospitalization, or certain critical illnesses.



## FINANCIAL & OTHER BENEFITS

**HEALTH SAVINGS ACCOUNT (HSA)** Allows you to set aside pre-tax funds to help cover eligible qualified health expenses. Hunt will contribute \$500 for individuals and \$1,000 for all other tiers.

**401(K)** Retirement savings account that allows you to contribute 1%-75% of eligible compensation up to the max IRS deferral amount. Hunt matches 50% on 4% for Highly Compensated Employees & 100% on 4% for Non-Highly Compensated employees in base compensation & commissions.

**FLEXIBLE SPENDING ACCOUNT (FSA)** Allow you to set aside pre-tax funds to help cover qualified health and dependent care expenses not covered by insurance.

**MOMENTUM onUP®** Industry-leading workplace financial wellness program with a customizable mix of online learning, budgeting apps, instructor-led training, expert counseling and hard-copy materials to boost your financial confidence.

**LIFE AND AD&D** Basic life & accidental death & dismemberment of 2x your base salary and supplemental life coverage options that help you maintain financial security. (company paid base coverage)

**OTHER BENEFITS** Provides you the opportunity to enroll in benefits that provide legal support, identity theft protection, auto/home insurance discounts, Pet Insurance, and mortgage discounts.

**DISABILITY** Short and long-term disability (STD & LTD) coverage that pays you a percentage of your income should you need to take time off due to a serious illness or non-work-related injury. (company paid)

**TRANSPORTATION REIMBURSEMENT ACCOUNT** Allows you to use pre-tax contribution dollars to pay for qualified work-related commuting and/or parking expenses including public transportation! (available when you enroll by 13th of previous month)



## EXTRA BENEFITS

**PAID TIME OFF** PTO accrues on first day of employment and is available to full and part-time employees. Time accrues every pay period and is based on length of service and position (prorated for part-time employees). During the first year of service, you may accrue up to 17/22 days. Starting on second year of service, the accrual rate increases based on years of service with a maximum of 32 days.

**OFFICE HOURS** Typical hours are: 8:00 AM – 5:00 PM

**PAY PERIODS, DRESS CODE** Biweekly pay periods. Business casual dress code.

**PAID HOLIDAYS** You have 8 paid observed holidays per calendar year.

**STUDENT LOAN ASSISTANCE** Resources & savings to pay down student debt sooner

**EDUCATION ASSISTANCE** Support to pursue education through accredited institutions. (company paid)

**LEAVES OF ABSENCE** Granted to employees with the following circumstances: medical, family, military, or personal leave absence.

**DISCOUNT PROGRAM** Gain access to exclusive savings on movie tickets, theme parks, hotels and more.

**REFERRAL BONUS & PERFORMANCE REVIEWS** Please talk to your local HR regarding referral bonus. Reviews held annually, with opportunity for bonus.

