



# Employee Benefits

## Health Insurance

- PEGI offers Health Insurance to PEGI employees who work a minimum of 24 hours per week. You have the option to enroll in the "Standard" or the "Choice" Great-West PPO Insurance plans.
- Insurance is effective the first day of the month on the first full month of employment.
- PEGI pays 100% of employee's monthly premium and 50% of dependents monthly premium for the "Standard" plan. Employees may pay to upgrade to the "Choice" plan.
- Both the "Standard" and the "Choice" Great-West PPO Insurance plans offer; Dental Plan, Vision Plan, Prescription Drug Plan, Alternative Care which includes: Chiropractic, Acupuncture, and Naturopathic services

*The difference between the "Standard" and the "Choice" Insurance plans is the deductible and the percentage of coverage.*

## 401(K) Retirement Plan

Social(k) offers "socially responsible funds" for investing. Eligibility begins on your date of hire. PEGI offers matching at 50cents on the dollar up to the first 8% of gross salary after three months of service. 401(K) funds are fully vested after 2 years of employment.

## Paid Time Off

- Thirteen (13) days per year of sick time off per year
- Eight (8) days paid holidays per year plus one (1) floater holiday
- Ten (10 ) days of vacation time during first year of employment, 15 days in the 2nd & 3rd year, 20 vacation days from the 4th-10th year of employment and 25 days on the 11th year and every year after, all of which accrues per pay period from the date of hire

## Long Term Disability & Life Insurance

- Life Insurance \$20,000
- Accidental Death & Dismemberment Insurance \$20,000
- Life, AD&D, and LTD Insurance premiums paid 100% by PEGI
- Long Term Disability-pays 60% of monthly salary up to \$8,000 per month
- Insurance is effective first day of the month after 30 days of employment

## Employee Assistance Program (EAP)

The EAP service plan provides assistance with work-life balance and personal challenges. Services offered via the telephone and through the web are designed to assist you in balancing your life at home and your life at work.

## Flexible Spending Accounts (FSAs)

PEGI's FSAs allow you to pay for certain eligible health care and/or dependent day care expenses with tax-free money. You can set aside up to \$3,500 to the Health Care FSA and a maximum of \$5,000 to the Dependent Care FSA, each year, depending on your marital and tax-filing status.

## Transportation Benefit

Allows you to use pre-tax dollars towards public transit and parking expenses

## Supplemental Insurance

- Vision
- Accident/Disability
- Dental
- Hospital Confinement Indemnity
- Hospital Confinement Sickness Indemnity
- Hospital Intensive Care
- Life
- Long-Term Care
- Short-Term Disability
- Specifec Health Event