

## PECI Employee Benefits

### Health Insurance

- PEGI offers comprehensive health insurance to employees working a minimum of 24 hours per week.
- Health insurance is effective on the first day of the month following your start date.
- PEGI pays 100% of your monthly premium & 50% of your dependents monthly premium with our base plans and you have the option to upgrade the plan design with additional premium contributions.
- Our comprehensive coverage includes medical, dental, vision, prescription drug, and alternative care which includes: chiropractic, acupuncture, and naturopathic services.

### 401(k) Retirement Plan

- PEGI offers a very generous retirement plan for all employees over the age of 21. Eligibility begins on your date of hire.
- PEGI matches your contribution dollar for dollar up to 3% of your salary, and then \$0.50 on the dollar up to 5% of your salary.

### Paid Time Off

- Vacation time begins accruing for new employees per pay period equivalent to ten (10) days annual; the accrual increases after one year of employment and continues to increase with employee tenure
- Sick time accrues per pay period equivalent to thirteen (13) days per annually
- Eight (8) days per year of paid holiday time plus one (1) "floating" holiday.
- Sick & Vacation time accrues per pay period from your date of hire.

### Group Long Term Disability, AD&D, and Life Insurance

- Insurance is effective on the first day of the month following your start date
- Group life insurance and AD&D coverage equal to your annual salary-premiums paid 100% by PEGI.
- Long Term Disability pays 60% of monthly salary, up to \$8,000 per month after 90 days-premiums paid 100% by PEGI.
- You have the option to purchase additional voluntary AD&D and Life Insurance coverage for you & your dependents.

### Employee Assistance Program (EAP)

The EAP offers assistance with work-life balance and personal challenges. Services are offered via telephone and through the web for you and your dependents. Eligibility begins on your date of hire.

### Flexible Spending Accounts (FSAs)

The PEGI FSA plans allow you to pay for certain eligible health care and/or dependent day care expenses with pre-tax money. You can set aside up to \$5,000 for each of the FSAs each year, depending on your marital status & tax-filing status.

## Transportation Reimbursement Account

The Transportation Account allows you to use elected pre-tax dollars for reimbursement towards public transit and parking expenses. A maximum of \$230 for public transit & \$230 for parking per month may be elected. Eligibility is effective on the first day of the month following your start date.

- PEI will subsidize 50% of the monthly cost for employees public transit expenses, up to \$50.00 per month.

## Supplemental Insurance

Dental, Vision, Accident/Disability, Short-Term Disability, Hospital Confinement, Long-Term Care, & Specified Health Event individual policies are available.

