



# Benefits Summary



All eligible employees have access to a wide range of benefits. Benefits eligibility is dependent upon employee classification. Some of the benefits available require employees to contribute while others are fully paid by Althouse & Meade, Inc. All benefits are subject to change by the company at any time.



## Medical (Anthem Blue Cross)

We offer 4 PPO plans. Silver & Bronze plans are 100% employer-paid for employees. Upgrading to a Platinum or Gold plan? You only pay the difference.



## Professional Development

Be reimbursed for up to \$1,000 annually for expenses related to continuing education and professional development.



## Dental (Humana)

100% coverage for preventative care and varying coverage for other dental procedures. 2 plans (1 being \$0 for employees) to meet your needs.



## Mentorship Program

Partner with a senior-level team member to develop your professional skillset or mentor a junior-level team member for greatness.



## Vision (Guardian VSP Choice)

Discounts on eye exams, glasses, and contacts. This plan costs employees nothing so you only pay for your dependents.



## 401K Profit-Sharing Plan

Our 401(k) plan comes with company match and trusted financial advisors to give you financial peace of mind.



## Flexible Spending Account

Put away pre-tax money for eligible dependent care expenses. Dependent care maximum: \$5,000. 1:1 employer match: \$2,500.



## Employee Stock Ownership Plan

Company-funded retirement program for all long-term employees. Our employees are our stakeholders, so what's best for employees is what's best for the business.



## Long-Term Disability (Guardian)

100% paid for by employer. If you are injured and cannot work for more than 90 days this policy covers 60% of your monthly earnings up to \$6,000.



## Paid Sick Time

Every January 1st, employees receive a bank of sick time and whatever they don't use rolls into the next year. Full-timers get 40 hrs/year (90 hrs max). Part-timers get 24 hrs/year (40 hrs/max).



## Employee Assistance Program

[Anthem's EAP](#) offers quick and easy access to confidential counseling/referral services to help employees and their dependents deal with life's challenges.



## Paid Holidays + Paid Vacation

Full-time staff gets 7 paid holidays each year. Vacation time's accrued from date of hire and is eligible for use after 90 -day intro period.



## Flexible Work Schedules

We value work-life balance. That's why we have flexible schedules with hybrid and remote working options.



## Discretionary Bonus Plan

We want all of our team members to work hard and believe all levels of employment deserve a chance at earning a bonus.



## Pet Friendly Office

We don't just love wildlife, we love pets too! Pets in the workplace reduce stress and increase cognitive abilities.



## Cell Phone Reimbursement

Once a month, employees receive a fixed amount for on-the-job cell phone usage.

