



BENEFIT PROGRAMS

Teasdale Fenton is committed to providing a competitive benefits package designed to improve the lives of our employees. The following information is a representation of the benefits offered to Full-time employees.

YOUR HEALTH

Medical We offer a plan designed to provide employees and their eligible family members with extensive coverage at a competitive cost. Coverage includes inpatient and outpatient care, routine physical exams, prescription drugs, preventive care, mental health services, home health care and hospice services.

Dental The dental care benefit helps employees pay for costs for themselves and their eligible family members. Participants are covered for 100% of preventive and diagnostic services when choosing Network Dentists. The plan also covers basic, major and orthodontia services.

Vision The vision care benefit helps employees pay for eye-care related costs for themselves and their eligible family members when choosing Network Providers.

Life & Accidental Death & Dismemberment (AD&D) Insurance Life insurance benefits are designed to help employees provide financial security for their survivors. We pay the entire cost of providing \$15,000 of life insurance for our employees. Supplemental employee-paid spousal and dependent life insurance options are also available by payroll deduction.

Short-Term Disability (optional)

Employees are eligible to purchase short-term disability benefits in the event of an illness or injury. Coverage is optional and is fully employee-sponsored through individual payroll deduction.

Wellness We currently provide employees with a comprehensive wellness program for employees who participate in our health insurance plan.

Paid Time Off We offer PTO time to be used as employees need to schedule time off. It is accrued quarterly from date of hire.

YOUR FUTURE

401(k) Plan Our plan allows eligible employees (after completing 90 days) to contribute up to \$19,500 (for 2020). Teasdale Fenton will make a basic matching contribution that matches 100% of the first 2% of each participating employee's deferral. Vesting will reach 100% after 2 years.