

2020 SUMMARY OF BENEFITS

Benefits-At-A-Glance

- ✓ Medical
- ✓ Dental
- ✓ Vision
- ✓ Pharmacy
- ✓ Medical and Dependent Care Flexible Spending Account Plans
- ✓ Employee Assistance Program (Lytle Partners)
- ✓ Voluntary Term Life
- ✓ Basic Life and Accidental Death & Dismemberment
- ✓ Short Term Disability
- ✓ Long Term Disability
- ✓ Voluntary Accident, Critical Illness, and Hospital Indemnity Insurances
- ✓ Professional Development and Educational Assistance
- ✓ Commuter Benefits
- ✓ Personal Time Off
- ✓ Paid Holidays
- ✓ 401(k) Savings Plan
- ✓ Direct Deposit

Health and Wellness Benefits

- **United Healthcare Choice Plus Plan**
Provides nationwide access to doctors in and out-of-network. ExecuTech contributes up to 90% towards employee coverage for medical coverage.
- **Employer Paid United Concordia Dental**
Provides an annual dental benefit of up to \$1,500 per person, and an orthodontia benefit covered at 50% to \$1,500 lifetime maximum.
- **Employer Paid VSP Vision Service Plan**
Provides an exam, prescription glasses, contact lenses annually, and frames every other year. Plan provides discounts for laser eye surgery.
- **Medical and Dependent Care Flexible Spending Account Plan**
Provides employees with the opportunity to set aside pre-tax dollars for reimbursement of qualified health care and dependent care expenses during the year.
- **Lytle EAP Partners**
The EAP provides employees of ExecuTech and family members with free and confidential help in dealing with personal challenges.



Welfare Benefits

- **Life Insurance and AD&D** – employer paid basic term life insurance equal to one time an employee's basic annual salary up to \$200,000.
- **Basic Disability Insurance** – employer paid basic short-term disability and basic long-term disability to help continue a portion of your income if you cannot work due to a covered illness, injury or medical condition.
- **Voluntary Accident, Critical Illness, and Hospital Indemnity Insurance** – supplemental insurances for extra coverage.
- **Voluntary Term Life Benefits** such as additional life insurance and personal accident insurance are available for employee purchase.

Additional Benefits

- **Personal Time Off** (includes vacation, sick, other) – three weeks / less than 3 years of service; four weeks / 4-7 years of service; and five weeks / 7+ years of service (Maximum annual carryover balance 80 / 120 /180 hours).
- **Holidays** – 10 paid Federal holidays.
- **401(k) Savings Plan** – ExecuTech offers an Employer sponsored plan with American Funds that provides a greater way to save for retirement and offers tax advantages.
- **Professional Development and Educational Assistance** - \$3,000 per calendar year for graduate/and or undergraduate degree programs, or continuing education expenses.
- **Commuter Benefits** - ExecuTech has joined with **Infinisource**, one of the nation's largest benefits providers. This service offers the ability to pay all or part of your commuting expenses with pre-tax dollars, saving you up to 40% on the cost of your commute.
- **And more . . .**

Mission First

Honesty and Integrity

Service to Country

Always Strive for Excellence

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