

ATLANTIC CONTAINER LINE BENEFITS AT A GLANCE 2023

***Note: Effective date of medical/prescription benefits begins upon completion of 90 days of full-time employment. All other benefits begin the 1st day of month following 90 days of full-time employment.**

- **Medical*** Major medical and hospitalization ~ 3 plans: PPO, EPO, Qualified HDHP with HSA
- **Dental** 100% Preventative/80% Basic/50% Major/50% Orthodontic ~ Delta Dental
- **Vision** Reimbursement for exam, frames, lenses, or contacts.
- **Prescription** Co-payment \$15.00 generic, \$35.00 preferred brand, \$50.00 non-preferred brand, \$90 compound drugs and 50% up to max \$150 specialty RX at participating pharmacies. Mandatory mail-order provision two-times co-payment for 90-day supply of maintenance prescriptions.
- **Flexible Spending Plan** Health Care: Pre-tax dollars to cover non-reimbursed medical/dental RX costs. Company contribution of \$100 for single coverage and \$200 for dependent coverage. Dependent Care: Pre-tax dollars to cover costs of dependent care.
- **Life & AD&D Insurance** Three times annual salary. Employer paid. Voluntary Life available for spouse and children at a group rate.
- **Short-Term Disability** 70% of weekly salary to begin on the 8th day of disability, up to 13 weeks. Employer paid.
- **Long-Term Disability** 66 2/3% of monthly salary to begin after 13 weeks of disability (100% employee paid).
- **401(k) Plan** Company match of 100% on first 1% employee salary deferral, then 50% up to next 5% employee salary deferral. Automatic eligibility after 3 months employment.
- **Tuition Reimbursement** Reimbursement for degree program relevant to position. Reimbursement based on grade: 100% - A; 85% -B; 75%-C.
- **Vacation** Eligible for vacation after 6-months of service. Accrue up to 10 days in first year of employment.
- **Holidays** Ten paid holidays plus three floating days.
- **Sick Time** Accrue up to six sick days.
- **Seminar Reimbursement** 100% reimbursement for job related seminars.
- **Employee Assistance Program** Expanded benefit provided to assist employees balance the demands of work and their personal life.
- **Business Casual Dress** Business Casual Dress
- **Work Schedule** Hybrid work schedule currently – office 3 days, remote 2 days
- **Wellness Plan** Fitness reimbursement up to \$325 per year. Weight management – Real Appeal. Yearly biometric screening and health report. Wellness Web Portal.
- **Aflac Supplemental Plan** Offer four supplemental plans: Personal Accident, Personal Cancer, Hospital indemnity and Critical Illness (100% employee paid).