

Summary of Benefits



BrownGreer PLC has designed a comprehensive benefits package for all full-time eligible employees.

Health Benefits and Life Insurance	
Medical	Cigna: HDHP/HSA eligible high-deductible medical plan. Coverage available for all full-time employees and eligible dependents.
Health Savings Account	Health Savings Administrators: Pre-tax payroll deduction up to the annual IRS contribution limit. Semi-annual employer contributions are available.
Dental	Cigna Dental: DPPO. Coverage for all full-time employees and eligible dependents.
Voluntary Vision	EyeMed Vision: Basic vision coverage for all full-time employees and eligible dependents.
Group Term Life and AD&D	SunLife Insurance: BrownGreer provides coverage to all full-time employees, up to the plan maximum at no cost to the employee.
Disability Insurance	Short-Term Disability (STD): Weekly income benefits calculated at 60% of pre-disability wages, up to the plan maximum at no cost to the employee. Long-Term Disability (LTD): Monthly income benefits calculated at 60% of pre-disability wages, up to the plan maximum at no cost to the employee
Voluntary Life Insurance	SunLife Insurance: Full-time employees may elect to purchase voluntary life insurance for themselves and their dependents.

Financial Benefits	
Retirement Plan	Principal: Pre-tax 401(k) and/or post-tax Roth deferral, up to the annual IRS limits. Employer Safe Harbor matching of up to 4% available and 100% vested.
529 College Savings Plan	American Funds: Post-tax payroll deduction for a 529 College Savings Plan.
Flexible Spending Account – Dependent Care	WageWorks: Pre-taxed payroll deduction toward dependent care expenses, up to the IRS contribution limit.

Personal Benefits	
Exempt (salaried) Employees:	Adheres to a non-accrual vacation system and Sick Leave Policy . Sick Leave: Employee will receive 10-days (80 hours) at the beginning of each calendar year, prorated for new hires/rehires
PTO: Non-Exempt (hourly) Employees:	Accrues a specific amount of PTO hours each pay period 24x a year depending on the length of service, prorated for new hires/rehires.
Paid Parental Leave	<u>Birth Mothers:</u> 100% Paid leave for 8-weeks plus 4-weeks of bonding time. <u>Other Parents:</u> 100% Paid Leave for 4-weeks for bonding time.
Paid Holidays	All full-time benefit eligible employee. Will receive nine (9) paid federal holidays, one (1) birthday holiday, and one (1) volunteer service day.
Bereavement Leave	Up to three (3) days of paid leave for the death of an immediate family member.
Employee Wellness Initiatives	America Family Fitness Discount, Blood Drives, Flu-Shot Clinic, Health Fairs, Onsite Biometric Screenings, 529/Retirement Information Sessions, Hike/Run/Walk Events, Healthy Eating Seminars, Financial Wellness Clinics.