






Employee Benefits Overview* 2021

<p>Medical Insurance</p> 	<p>Blue Cross/Blue Shield If elected, Noash Construction pays the full individual premium for a regular full-time employee.</p> <p>If an employee wishes to include other family members, the employee will be responsible for the premium difference between an individual and a family plan.</p>										
<p>Dental Insurance</p> 	<p>Delta Dental - \$1,000 annual maximum per person Voluntary Benefit - If elected, the employee pays the full individual premium for a regular full-time employee.</p>										
<p>Vision Insurance</p> 	<p>Delta Vision – Plan Option Delta Vision 150 Voluntary Benefit - If elected, the employee pays the full individual premium for a regular full-time employee.</p>										
<p>Cancer Insurance</p>	<p>Colonial Life – 3 Levels of Coverage Options Voluntary Benefit - If elected, the employee pays the full individual premium for a regular full-time employee based on the coverage level elected.</p>										
<p>Short-term Disability</p>	<p>Colonial Life – Multiple Choice of Plans Voluntary Benefit - If elected, the employee pays the full individual premium for a regular full-time employee based on the plan elected.</p>										
<p>Basic Life Insurance</p> 	<p>Company paid group life of \$25,000 for all active full-time employees.</p>										
<p>Paid Time Off</p> 	<table border="1"> <thead> <tr> <th><u>Service Period</u></th> <th><u>Monthly Vacation Accrual</u></th> </tr> </thead> <tbody> <tr> <td>First Calendar Year (<i>after 3 months</i>)</td> <td>3.34 hrs / (.42) Day (up to maximum of 5 days)</td> </tr> <tr> <td>Calendar Years 1 – 2</td> <td>6.67 hrs / (.83) Days (up to maximum of 10 days)</td> </tr> <tr> <td>Calendar Years 3 - 4</td> <td>10.0 hrs / (1.25) Days (up to maximum of 15 days)</td> </tr> <tr> <td>Calendar Years 5 and over</td> <td>13.34 hrs / (1.67) Days (up to maximum of 20 days)</td> </tr> </tbody> </table>	<u>Service Period</u>	<u>Monthly Vacation Accrual</u>	First Calendar Year (<i>after 3 months</i>)	3.34 hrs / (.42) Day (up to maximum of 5 days)	Calendar Years 1 – 2	6.67 hrs / (.83) Days (up to maximum of 10 days)	Calendar Years 3 - 4	10.0 hrs / (1.25) Days (up to maximum of 15 days)	Calendar Years 5 and over	13.34 hrs / (1.67) Days (up to maximum of 20 days)
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<p>Holidays</p>	<p>9 Paid Holidays</p>										
<p>401k Plan</p>	<p>Upon eligibility, may contribute 1% to 100% of gross salary on a pre-tax basis up to the annual IRS maximum limit. Employee contributions and earnings are 100% vested (<i>see official plan document for additional details</i>)</p>										
<p>401k Match</p>	<p>401k match after 1 year of employment (<i>see official plan document for additional details</i>) 100% dollar-for-dollar Company match on the first 4% contributed to plan.</p>										