



BENEFITS PACKAGE SUMMARY

Health



United Healthcare & Ameritas

Medical & Vision

NNAC pays employee premium. Employee is responsible for dependents if they should choose to enroll them. Offered on the first of the month following 60 days of employment. NNAC offers two plans for employees to choose from.

Dental

NNAC has partnered with Ameritas to offer dental insurance. Offered on the first of the month following 60 days of employment.

Supplemental Coverage

NNAC provides employees \$25,000 in basic life/AD&D coverage. Employees have the option to buy up. Supplemental programs are available for ST/LT disability, accident, cancer and Flexible Spending Account – these are employee paid.

- ✦ \$1,000 deductible/\$4,500 out of pocket max; \$25 copay.
- ✦ \$4,000 deductible/\$7,150 out of pocket max; \$30 copay.
- ✦ RX drug plan.
- ✦ Complementary care: Chiropractic, Acupuncture & Naturopathic.
- ✦ Employee Assistance Program.
- ✦ Vision: No charge for exam. \$130.00 annually toward vision hardware.
- ✦ Dental: \$50 member/\$150 family per calendar year; \$3,000 max out of pocket.
- ✦ Basic Life/AD&D (company paid \$25,000).
- ✦ Supplemental Coverage is 100% employee paid upon eligibility– offered after 60 days of employment.
- ✦ Flexible Spending Account: Pre-tax benefit for health and dependent care expenses; \$2,700/\$5,000 max annual.

Retirement

401k: Contractors Plan

NNAC will match up to 3% of your gross salary; employees can contribute any amount or percentage they choose, up to annual plan limits. Employees can start or stop at any time. Offered the first of the month following 90 days of employment.

- ✦ Pre-tax benefit.
- ✦ Subject to contribution limits.

Vacation, Holiday, and Sick Leave

Employees who complete their 90 day probationary period are granted two (2) weeks of paid vacation annually. The time off will increase with years of service. This is on a "Use It or Lose It" program and is prorated the first year based on hire date. In addition, employees accrue one (1) hour for every 30 hours worked, up to 56 hours annually, of sick leave.

NNAC offers full time employees seven (7) paid holidays annually.

VACATION

- ✦ 2 weeks vacation
- ✦ 3 weeks vacation (3+ years)
- ✦ 4 weeks vacation (5+ years)

HOLIDAYS

- ✦ New Year's Day
- ✦ Memorial Day
- ✦ Independence Day
- ✦ Labor Day
- ✦ Thanksgiving Day
- ✦ Veterans Day
- ✦ Christmas Day